OIPE
JUL 06 2004
PATENT & TRADEMARK OFFICE

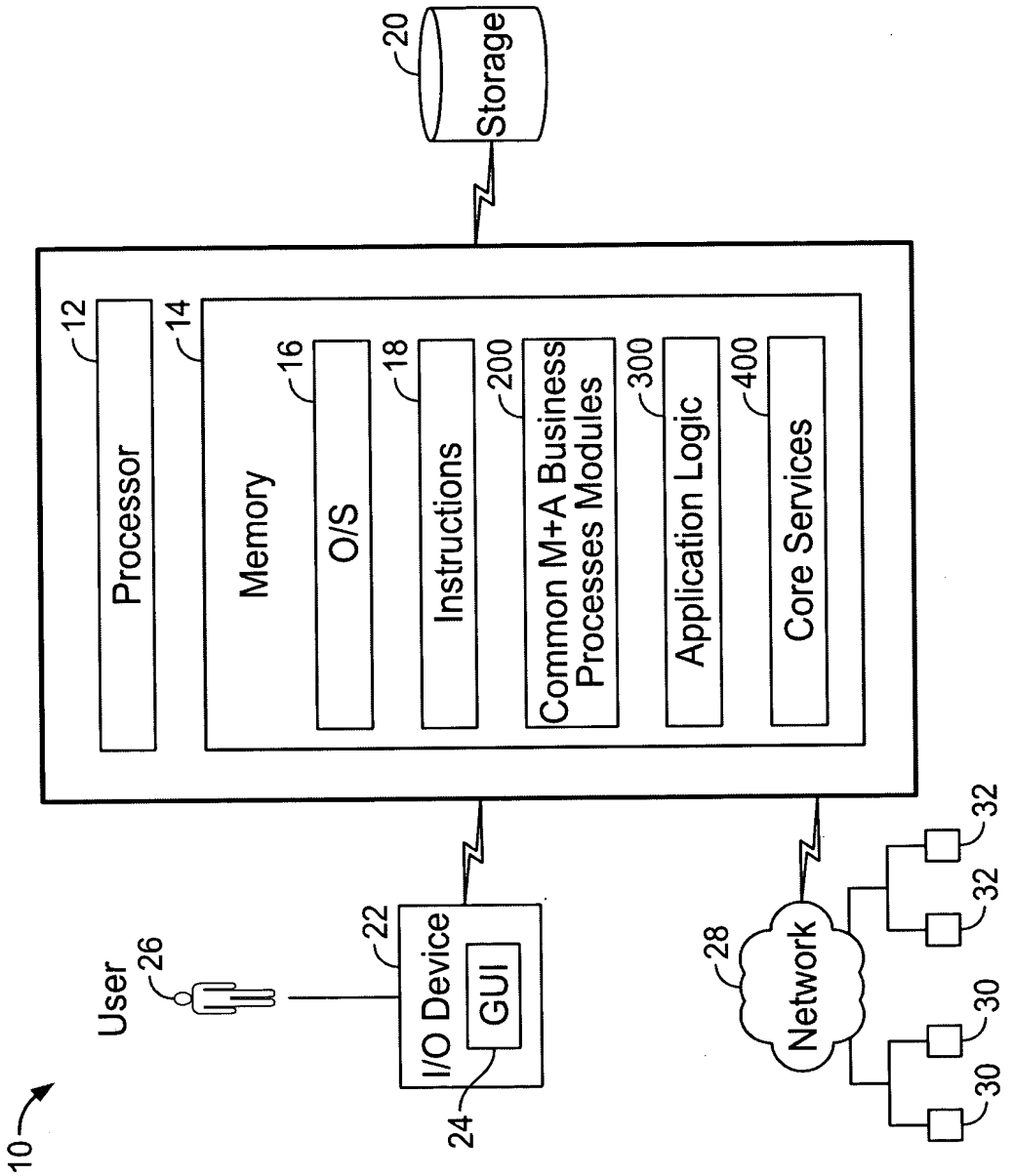

FIG. 1

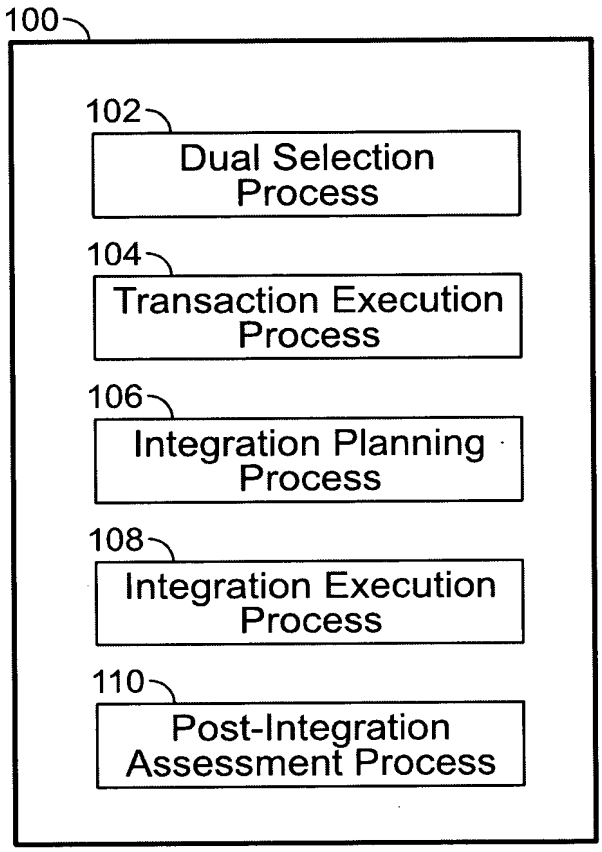
100
102
Dual Selection Process
104
Transaction Execution Process
106
Integration Planning Process
108
Integration Execution Process
110
Post-Integration Assessment Process

FIG. 2

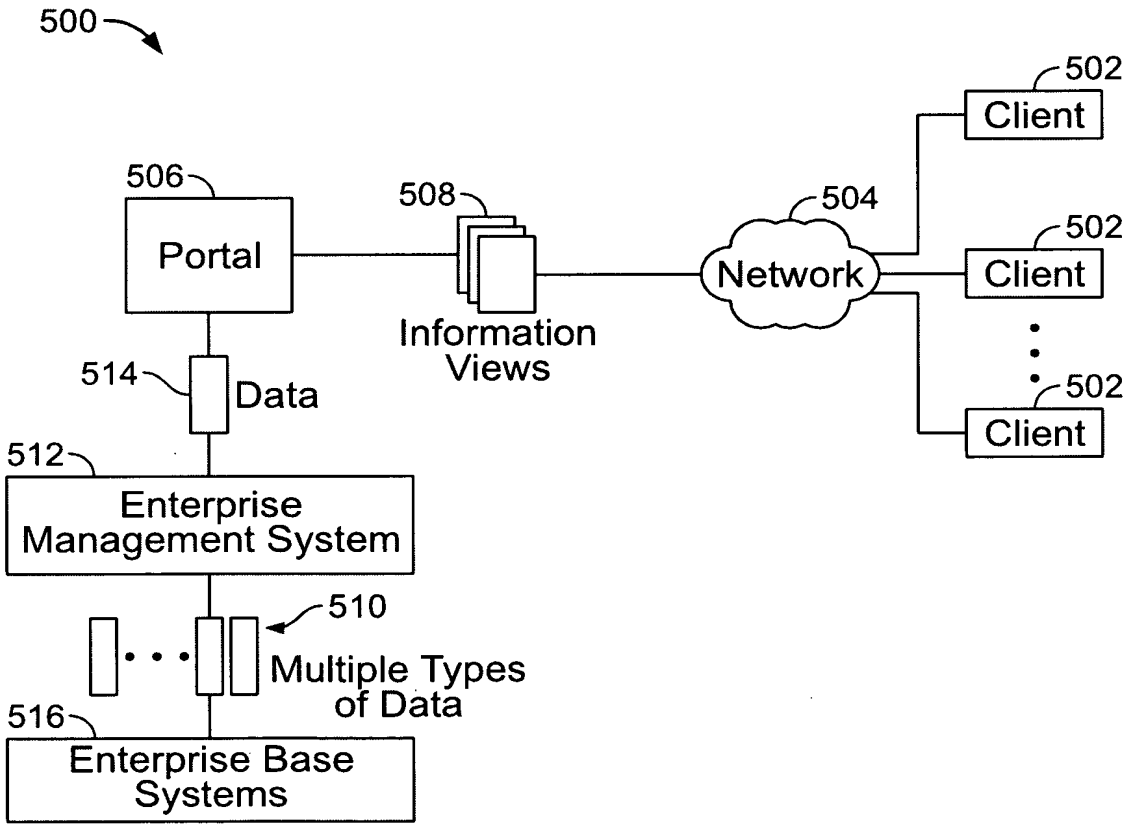
500
502
Client
506
Portal
508
Information Views
504
Network
502
Client
514
Data
502
Client
512
Enterprise Management System
510
Multiple Types of Data
516
Enterprise Base Systems

FIG. 3

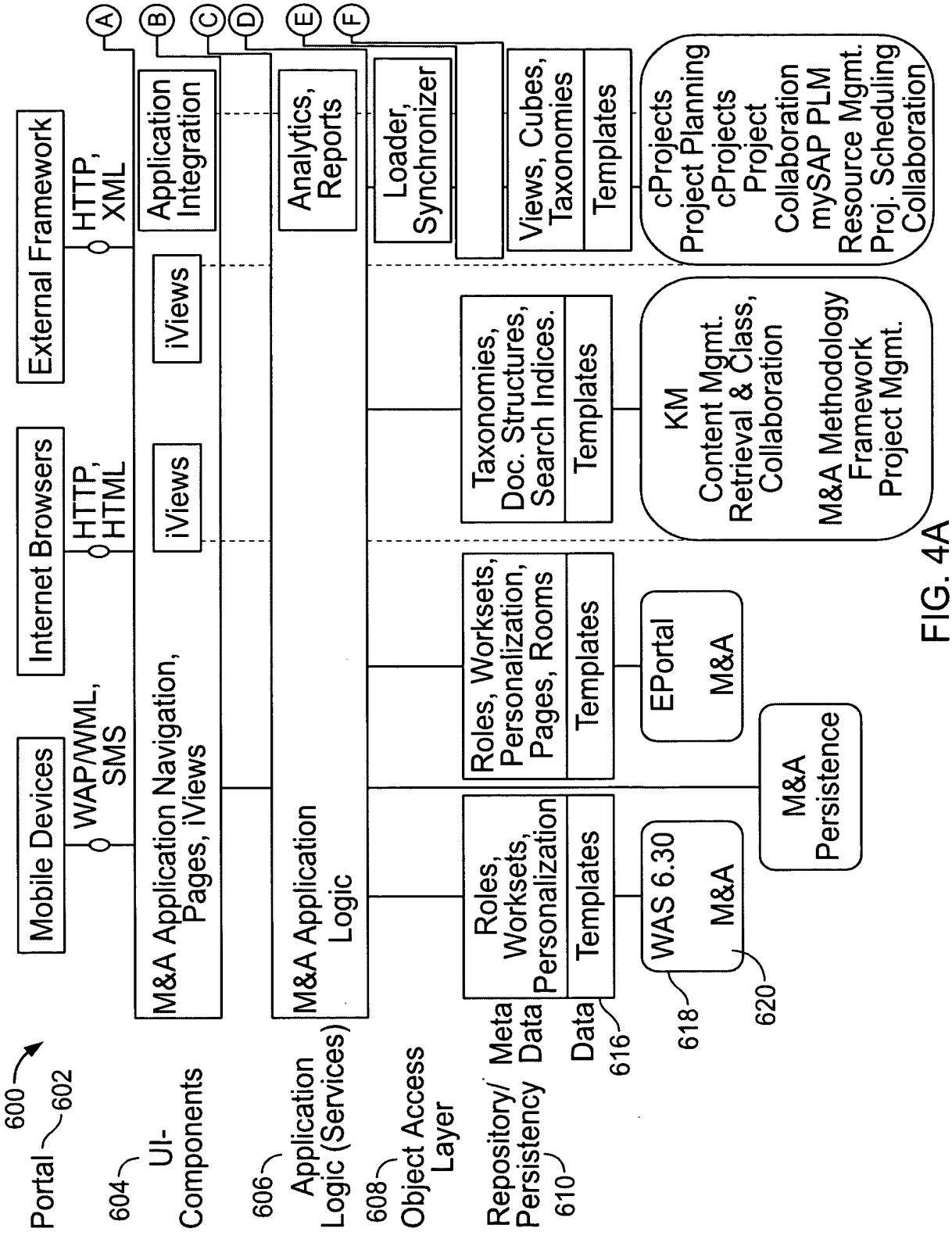
600
Portal
602
604
UI-Components
606
Application Logic (Services)
608
Object Access Layer
Repository/ Persistency
610
Meta Data
Data
616
618
620
Mobile Devices
WAP/WML, SMS
Internet Browsers
HTTP, HTML
External Framework
HTTP, XML
M&A Application Navigation, Pages, iViews
iViews
iViews
Application Integration
M&A Application Logic
Analytics, Reports
Loader, Synchronizer
Roles, Worksets, Personalization
Templates
Roles, Worksets, Personalization, Pages, Rooms
Templates
Taxonomies, Doc. Structures, Search Indices.
Templates
Views, Cubes, Taxonomies
Templates
WAS 6.30
M&A
EPortal
M&A
M&A Persistence
KM
Content Mgmt.
Retrieval & Class,
Collaboration
M&A Methodology
Framework
Project Mgmt.
cProjects
Project Planning
cProjects
Project
Collaboration
mySAP PLM
Resource Mgmt.
Proj. Scheduling
Collaboration
A
B
C
D
E
F

FIG. 4A

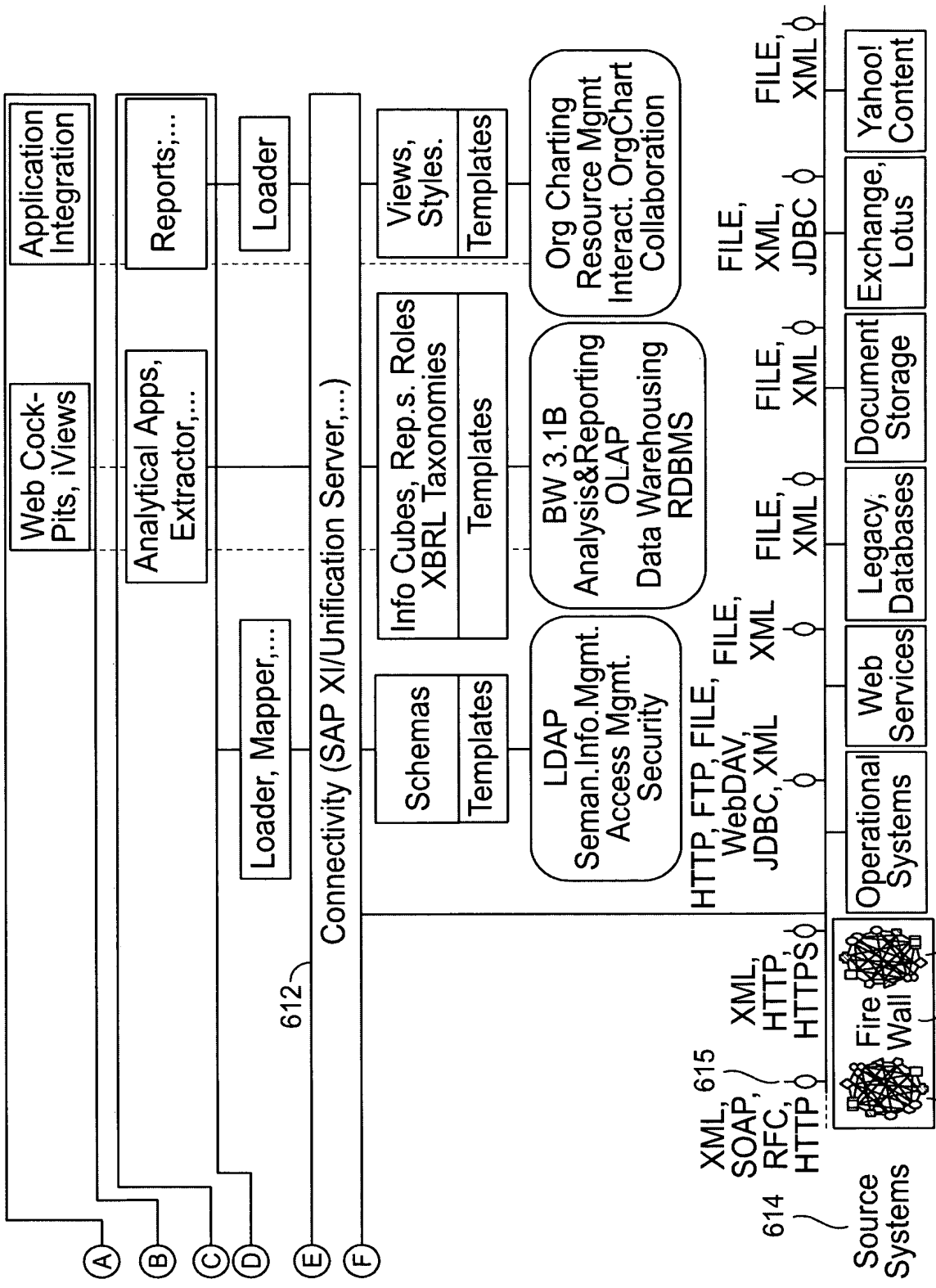
Application Integration
Web Cock-Pits, iViews
Reports;...
Analytical Apps, Extractor,...
Loader
Loader, Mapper,...
Connectivity (SAP XI/Unification Server,...)
Views, Styles. Templates
Info Cubes, Rep.s. Roles XBRL Taxonomies Templates
Schemas Templates
Org Charting Resource Mgmt Interact. OrgChart Collaboration
BW 3.1B Analysis&Reporting OLAP Data Warehousing RDBMS
LDAP Seman.Info.Mgmt. Access Mgmt. Security
A
B
C
D
E
F
612
HTTP, FTP, FILE, WebDAV, JDBC, XML
FILE, XML
FILE, XML
FILE, XML
FILE, XML, JDBC
FILE, XML
Operational Systems
Web Services
Legacy, Databases
Document Storage
Exchange, Lotus
Yahoo! Content
XML, SOAP, RFC, HTTP
615
XML, HTTP, HTTPS
614
Source Systems
Company A
Fire Wall
617
Company B

FIG. 4B

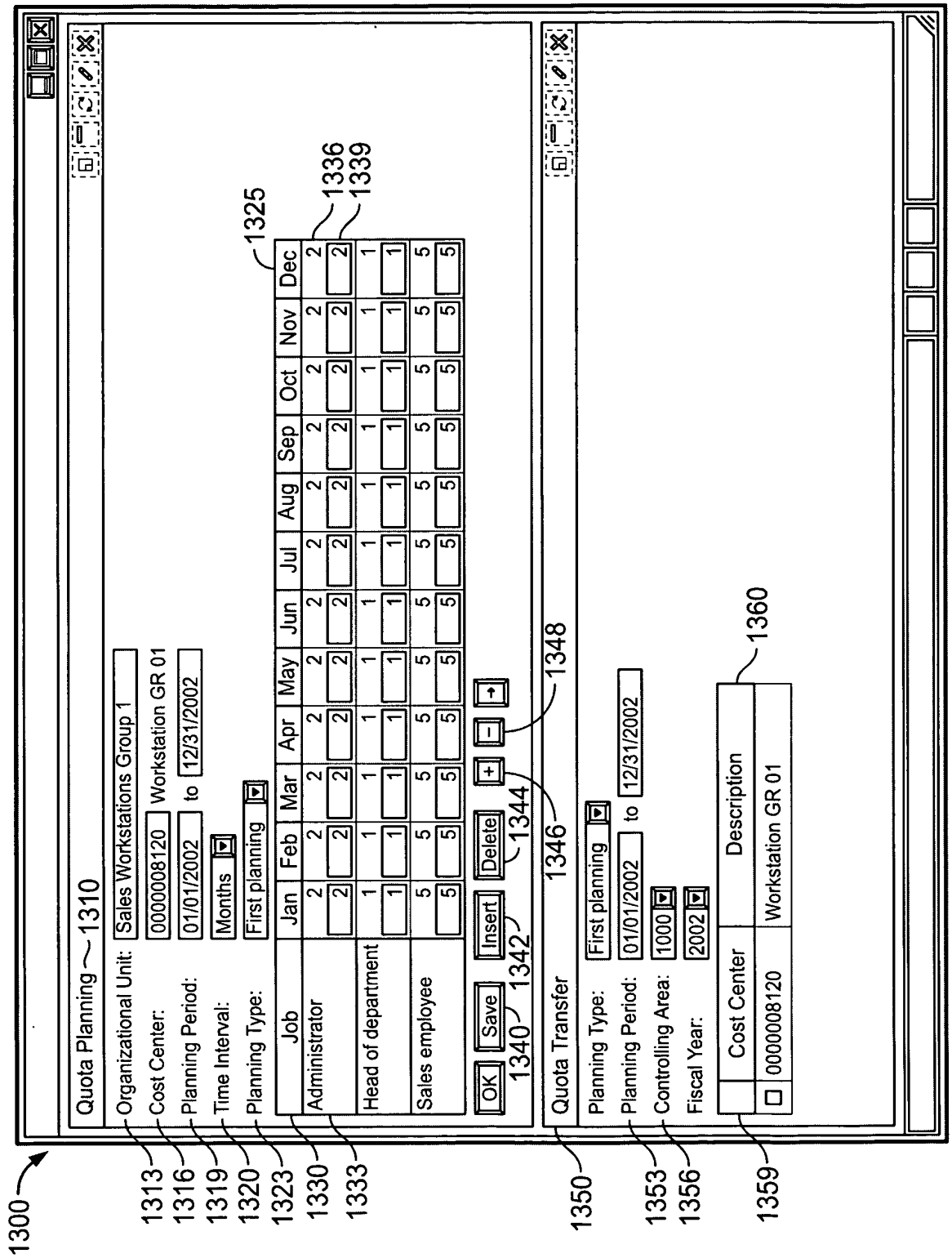
1300
Quota Planning
1310
Organizational Unit:
Sales Workstations Group 1
Cost Center:
0000008120
Workstation GR 01
Planning Period:
01/01/2002
to
12/31/2002
Time Interval:
Months
Planning Type:
First planning
1313
1316
1319
1320
1323
1325
1330
1333
1336
1339
Job
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Administrator
Head of department
Sales employee
OK
Save
Insert
Delete
1340
1342
1344
1346
1348
Quota Transfer
1350
Planning Type:
First planning
Planning Period:
01/01/2002
to
12/31/2002
Controlling Area:
1000
Fiscal Year:
2002
1353
1356
1359
Cost Center
Description
0000008120
Workstation GR 01
1360

FIG. 5

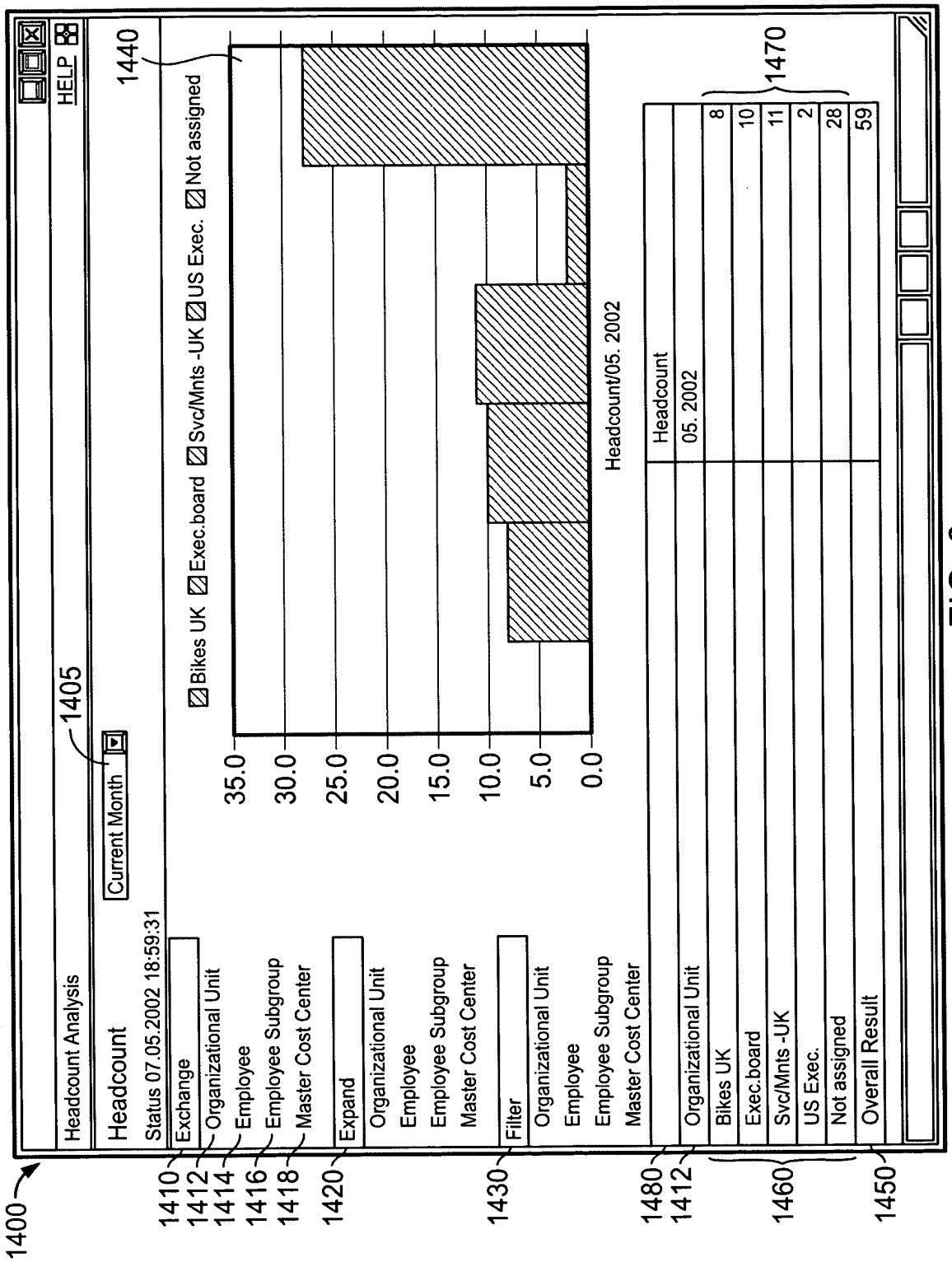
1400
Headcount Analysis
HELP
1405
Headcount
Current Month
1440
Status 07.05.2002 18:59:31
Bikes UK
Exec.board
Svc/Mnts -UK
US Exec.
Not assigned
35.0
30.0
25.0
20.0
15.0
10.0
5.0
0.0
Headcount/05. 2002
Exchange
Organizational Unit
Employee
Employee Subgroup
Master Cost Center
Expand
Organizational Unit
Employee
Employee Subgroup
Master Cost Center
Filter
Organizational Unit
Employee
Employee Subgroup
Master Cost Center
Headcount
05. 2002
Organizational Unit
Bikes UK
Exec.board
Svc/Mnts -UK
US Exec.
Not assigned
Overall Result
8
10
11
2
28
59
1470
1410
1412
1414
1416
1418
1420
1430
1480
1412
1460
1450

FIG. 6

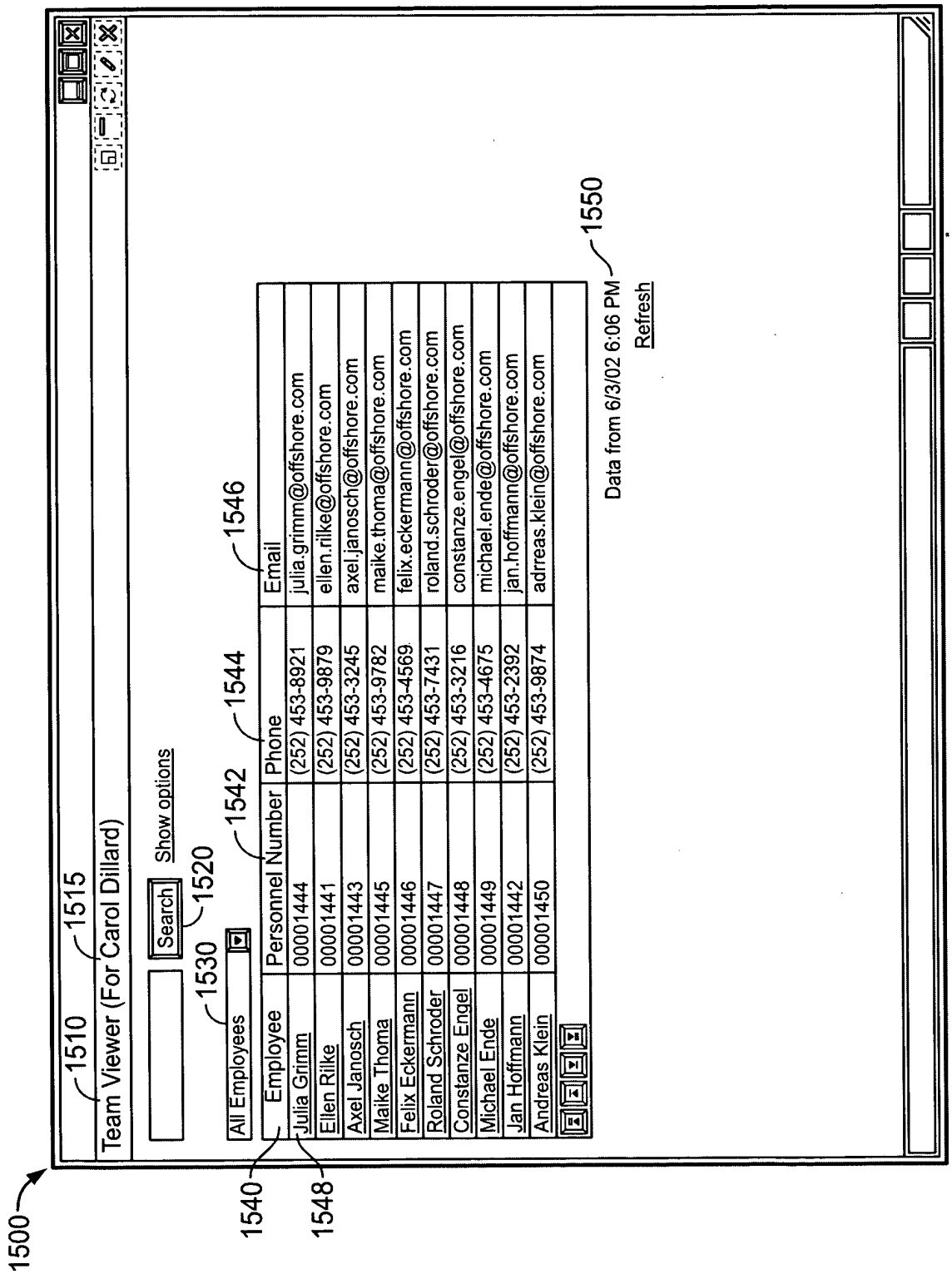
1500
1510
1515
Team Viewer (For Carol Dillard)
Search
Show options
1520
1530
All Employees
1542
1544
1546
Employee
Personnel Number
Phone
Email
Julia Grimm
00001444
(252) 453-8921
julia.grimm@offshore.com
Ellen Rilke
00001441
(252) 453-9879
ellen.rilke@offshore.com
Axel Janosch
00001443
(252) 453-3245
axel.janosch@offshore.com
Maike Thoma
00001445
(252) 453-9782
maike.thoma@offshore.com
Felix Eckermann
00001446
(252) 453-4569
felix.eckermann@offshore.com
Roland Schroder
00001447
(252) 453-7431
roland.schroder@offshore.com
Constanze Engel
00001448
(252) 453-3216
constanze.engel@offshore.com
Michael Ende
00001449
(252) 453-4675
michael.ende@offshore.com
Jan Hoffmann
00001442
(252) 453-2392
jan.hoffmann@offshore.com
Andreas Klein
00001450
(252) 453-9874
adrreas.klein@offshore.com
1540
1548
1550
Data from 6/3/02 6:06 PM
Refresh

FIG. 7

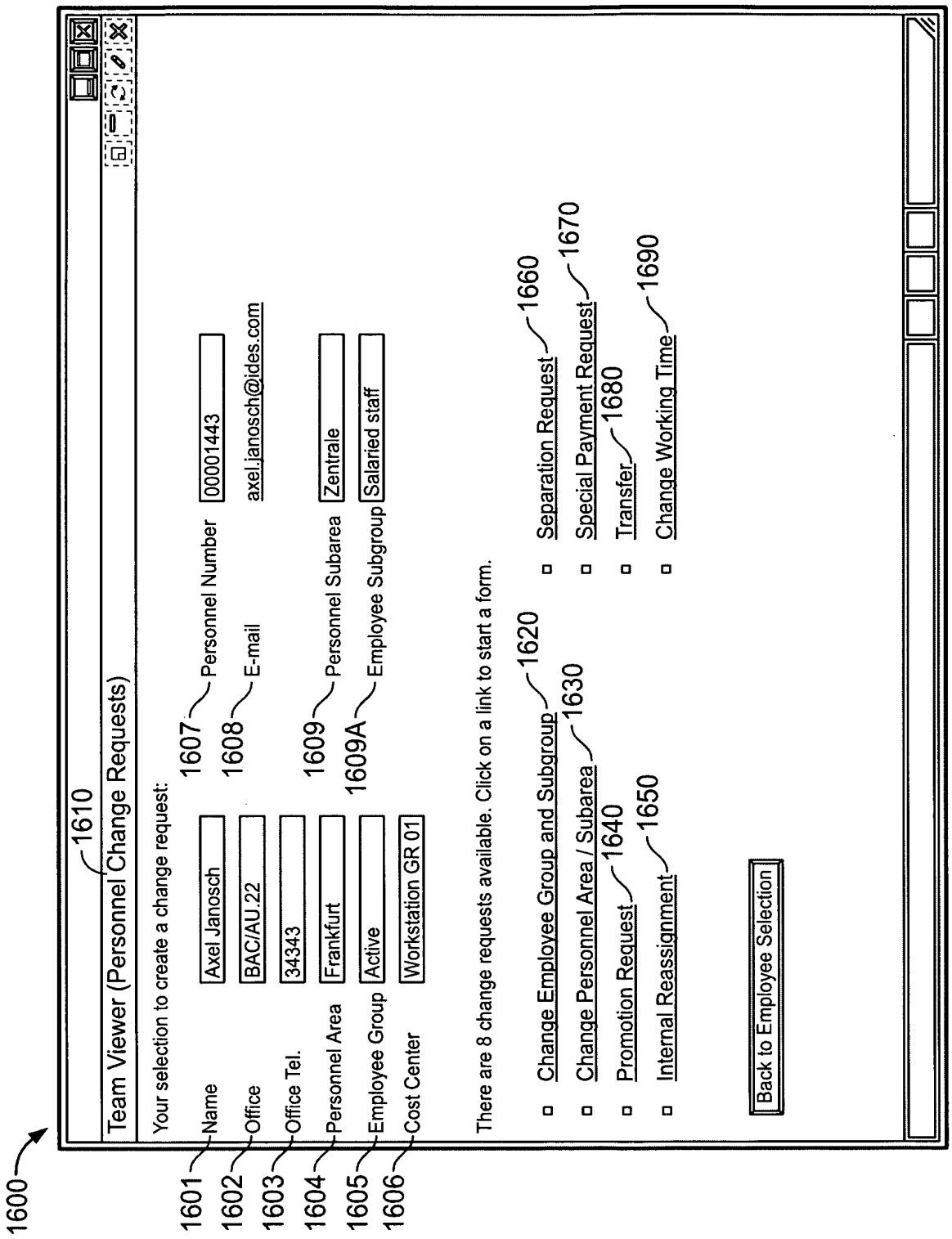
1600
1610
Team Viewer (Personnel Change Requests)
Your selection to create a change request:
1601 Name Axel Janosch
1607 Personnel Number 00001443
1602 Office BAC/AU.22
1608 E-mail axel.janosch@ides.com
1603 Office Tel. 34343
1604 Personnel Area Frankfurt
1609 Personnel Subarea Zentrale
1605 Employee Group Active
1609A Employee Subgroup Salaried staff
1606 Cost Center Workstation GR 01
There are 8 change requests available. Click on a link to start a form.
Change Employee Group and Subgroup 1620
Change Personnel Area / Subarea 1630
Promotion Request 1640
Internal Reassignment 1650
Separation Request 1660
Special Payment Request 1670
Transfer 1680
Change Working Time 1690
Back to Employee Selection

FIG. 8

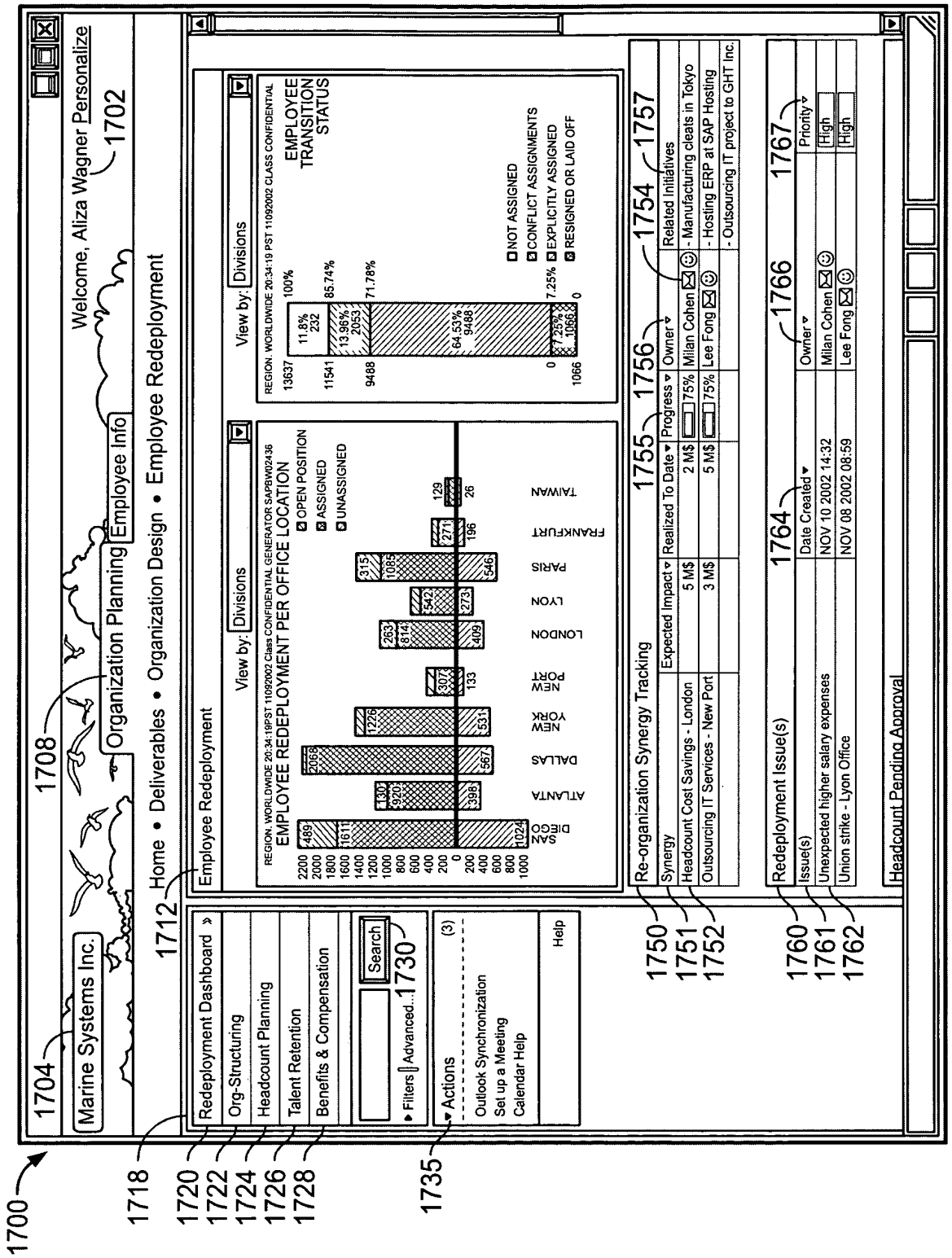
1700
1704
1708
1702
Marine Systems Inc.
Organization Planning
Employee Info
Welcome, Aliza Wagner Personalize
Home • Deliverables • Organization Design • Employee Redeployment
1712
1718
Redeployment Dashboard
Org-Structuring
Headcount Planning
Talent Retention
Benefits & Compensation
1720
1722
1724
1726
1728
Search
Filters
Advanced...
1730
Actions (3)
Outlook Synchronization
Set up a Meeting
Calendar Help
Help
1735
Employee Redeployment
View by: Divisions
REGION, WORLDWIDE 20:34:19PST 11092002 Class CONFIDENTIAL GENERATOR SAPBW02436
EMPLOYEE REDEPLOYMENT PER OFFICE LOCATION
OPEN POSITION
ASSIGNED
UNASSIGNED
ATLANTA
DALLAS
NEW YORK
NEW PORT
LONDON
LYON
PARIS
FRANKFURT
TAIWAN
SAN DIEGO
View by: Divisions
REGION, WORLDWIDE 20:34:19 PST 11092002 CLASS CONFIDENTIAL
EMPLOYEE TRANSITION STATUS
NOT ASSIGNED
CONFLICT ASSIGNMENTS
EXPLICITLY ASSIGNED
RESIGNED OR LAID OFF
Re-organization Synergy Tracking
1755
1756
1754
1757
Synergy
Expected Impact
Realized To Date
Progress
Owner
Related Initiatives
Headcount Cost Savings - London
5 M$
2 M$
75%
Milan Cohen
- Manufacturing cleats in Tokyo
Outsourcing IT Services - New Port
3 M$
5 M$
75%
Lee Fong
- Hosting ERP at SAP Hosting
- Outsourcing IT project to GHT Inc.
1750
1751
1752
Redeployment Issue(s)
1764
1766
1767
Issue(s)
Date Created
Owner
Priority
Unexpected higher salary expenses
NOV 10 2002 14:32
Milan Cohen
High
Union strike - Lyon Office
NOV 08 2002 08:59
Lee Fong
High
1760
1761
1762
Headcount Pending Approval

FIG. 9

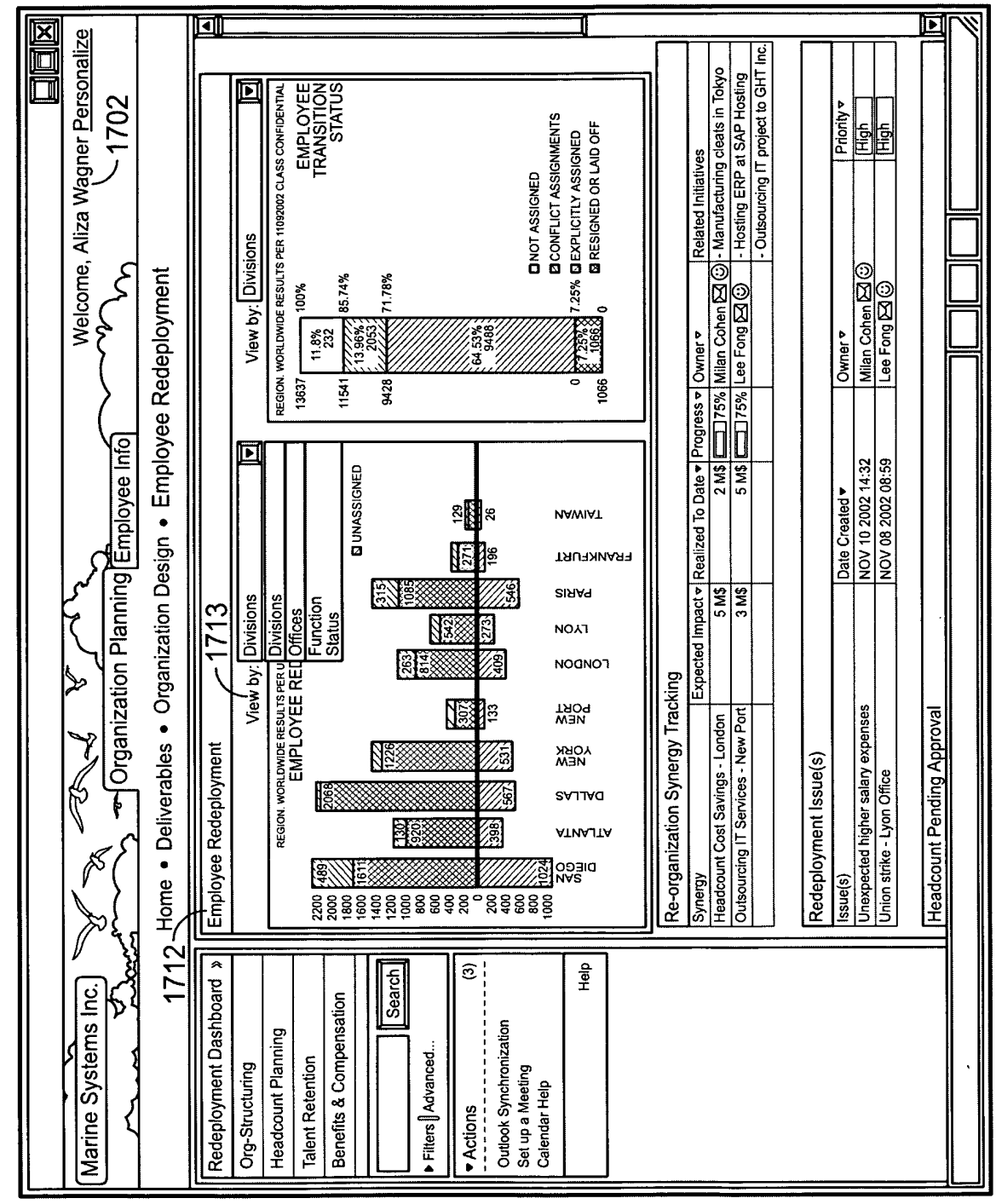
1700
Marine Systems Inc.
Welcome, Aliza Wagner Personalize
1702
Organization Planning
Employee Info
Home • Deliverables • Organization Design • Employee Redeployment
1712
Redeployment Dashboard
Org-Structuring
Headcount Planning
Talent Retention
Benefits & Compensation
Search
Filters
Advanced...
Actions (3)
Outlook Synchronization
Set up a Meeting
Calendar Help
Help
Employee Redeployment
1713
View by: Divisions
Divisions
Offices
Function
Status
UNASSIGNED
ATLANTA
DALLAS
NEW YORK
NEW PORT
LONDON
LYON
PARIS
FRANKFURT
TAIWAN
SAN DIEGO
EMPLOYEE TRANSITION STATUS
NOT ASSIGNED
CONFLICT ASSIGNMENTS
EXPLICITLY ASSIGNED
RESIGNED OR LAID OFF
Re-organization Synergy Tracking
Synergy
Expected Impact
Realized To Date
Progress
Owner
Related Initiatives
Headcount Cost Savings - London
5 M$
2 M$
75%
Milan Cohen
- Manufacturing cleats in Tokyo
Outsourcing IT Services - New Port
3 M$
5 M$
75%
Lee Fong
- Hosting ERP at SAP Hosting
- Outsourcing IT project to GHT Inc.
Redeployment Issue(s)
Issue(s)
Date Created
Owner
Priority
Unexpected higher salary expenses
NOV 10 2002 14:32
Milan Cohen
High
Union strike - Lyon Office
NOV 08 2002 08:59
Lee Fong
High
Headcount Pending Approval

FIG. 10

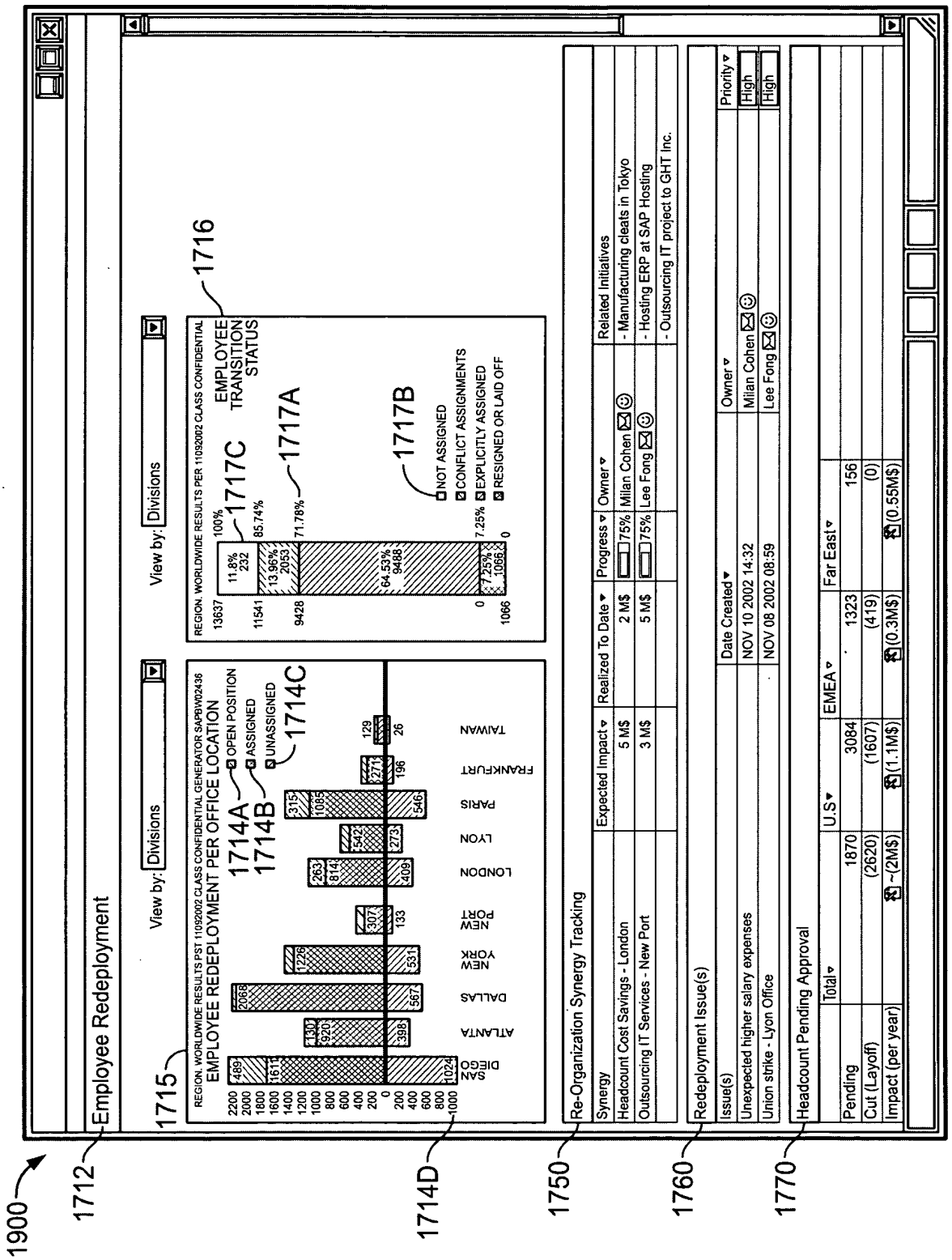
1900
1712
Employee Redeployment
View by: Divisions
1715
REGION, WORLDWIDE RESULTS PST 11092002 CLASS CONFIDENTIAL GENERATOR:SAPBWD2436
EMPLOYEE REDEPLOYMENT PER OFFICE LOCATION
OPEN POSITION
ASSIGNED
UNASSIGNED
1714A
1714B
1714C
SAN DIEGO
ATLANTA
DALLAS
NEW YORK
NEW PORT
LONDON
LYON
PARIS
FRANKFURT
TAIWAN
1714D
View by: Divisions
1716
REGION, WORLDWIDE RESULTS PER 11092002 CLASS CONFIDENTIAL
EMPLOYEE TRANSITION STATUS
1717C
1717A
1717B
NOT ASSIGNED
CONFLICT ASSIGNMENTS
EXPLICITLY ASSIGNED
RESIGNED OR LAID OFF
1750
Re-Organization Synergy Tracking
Synergy | Expected Impact | Realized To Date | Progress | Owner | Related Initiatives
Headcount Cost Savings - London | 5 M$ | 2 M$ | 75% | Milan Cohen | - Manufacturing cleats in Tokyo
Outsourcing IT Services - New Port | 3 M$ | 5 M$ | 75% | Lee Fong | - Hosting ERP at SAP Hosting
- Outsourcing IT project to GHT Inc.
1760
Redeployment Issue(s)
Issue(s) | Date Created | Owner | Priority
Unexpected higher salary expenses | NOV 10 2002 14:32 | Milan Cohen | High
Union strike - Lyon Office | NOV 08 2002 08:59 | Lee Fong | High
1770
Headcount Pending Approval
Total | U.S | EMEA | Far East
Pending | 1870 | 3084 | 1323 | 156
Cut (Layoff) | (2620) | (1607) | (419) | (0)
Impact (per year) | -(2M$) | (1.1M$) | (0.3M$) | (0.55M$)

FIG. 11

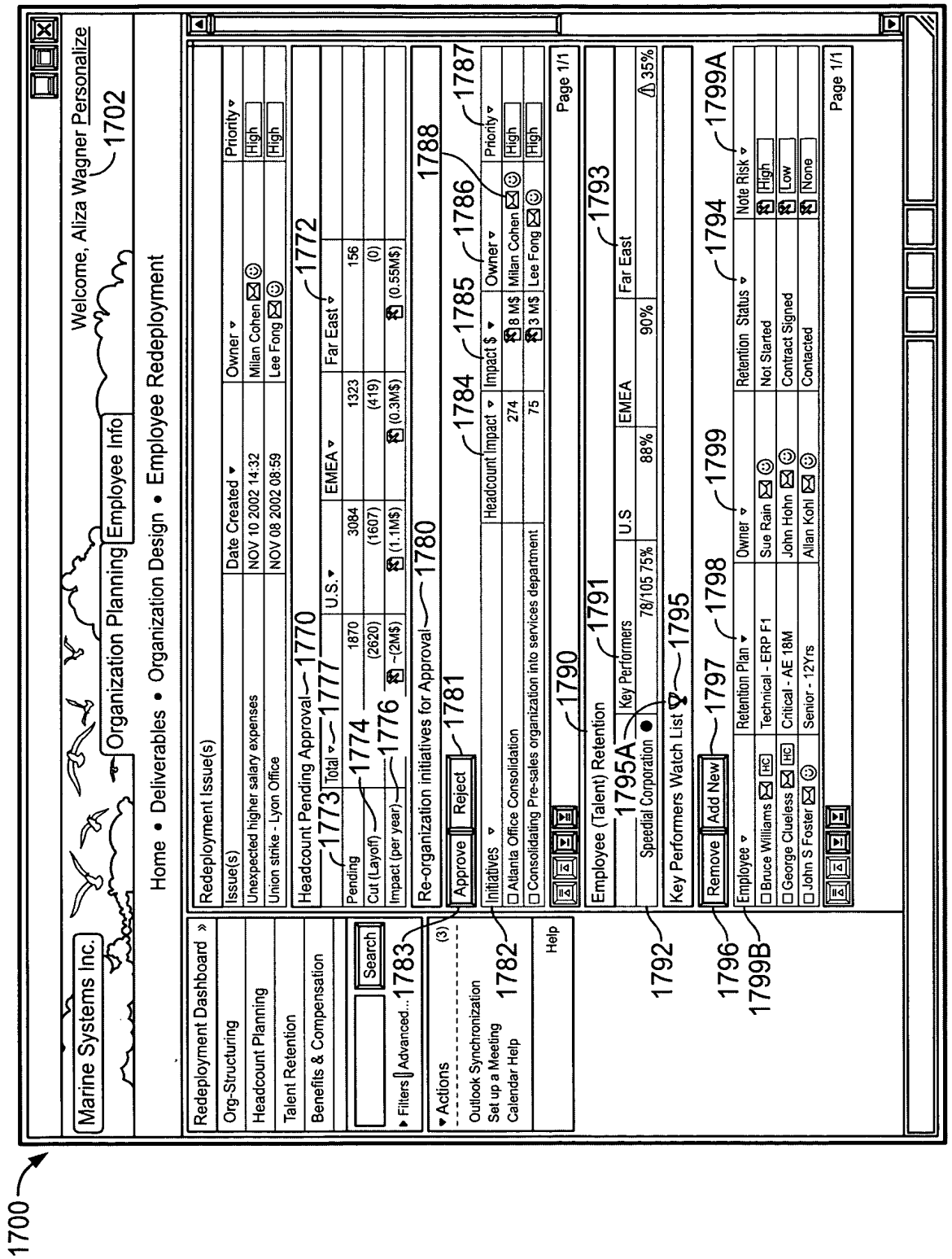
1700
Marine Systems Inc.
Welcome, Aliza Wagner Personalize
1702
Organization Planning
Employee Info
Home • Deliverables • Organization Design • Employee Redeployment
Redeployment Dashboard
Org-Structuring
Headcount Planning
Talent Retention
Benefits & Compensation
Search
Filters
Advanced...
1783
Actions (3)
Outlook Synchronization
Set up a Meeting
Calendar Help
1782
Help
Redeployment Issue(s)
Issue(s)
Date Created
Owner
Priority
Unexpected higher salary expenses
NOV 10 2002 14:32
Milan Cohen
High
Union strike - Lyon Office
NOV 08 2002 08:59
Lee Fong
High
Headcount Pending Approval
1770
1772
1773
Total
1777
U.S.
EMEA
Far East
Pending
1870
3084
1323
156
Cut (Layoff)
(2620)
(1607)
(419)
(0)
1774
Impact (per year)
~(2M$)
(1.1M$)
(0.3M$)
(0.55M$)
1776
Re-organization initiatives for Approval
1780
1788
Approve
Reject
1781
Initiatives
Headcount Impact
Impact $
Owner
Priority
1784
1785
1786
1787
Atlanta Office Consolidation
274
8 M$
Milan Cohen
High
Consolidating Pre-sales organization into services department
75
3 M$
Lee Fong
High
Page 1/1
1790
Employee (Talent) Retention
1791
1793
1795A
Key Performers
U.S
EMEA
Far East
Speedial Corporation
78/105 75%
88%
90%
35%
1792
Key Performers Watch List
1795
Remove
Add New
1797
1798
1799
1794
1799A
1796
1799B
Employee
Retention Plan
Owner
Retention Status
Note Risk
Bruce Williams
HiC
Technical - ERP F1
Sue Rain
Not Started
High
George Clueless
HiC
Critical - AE 18M
John Hohn
Contract Signed
Low
John S Foster
Senior - 12Yrs
Allan Kohl
Contacted
None
Page 1/1

FIG. 12

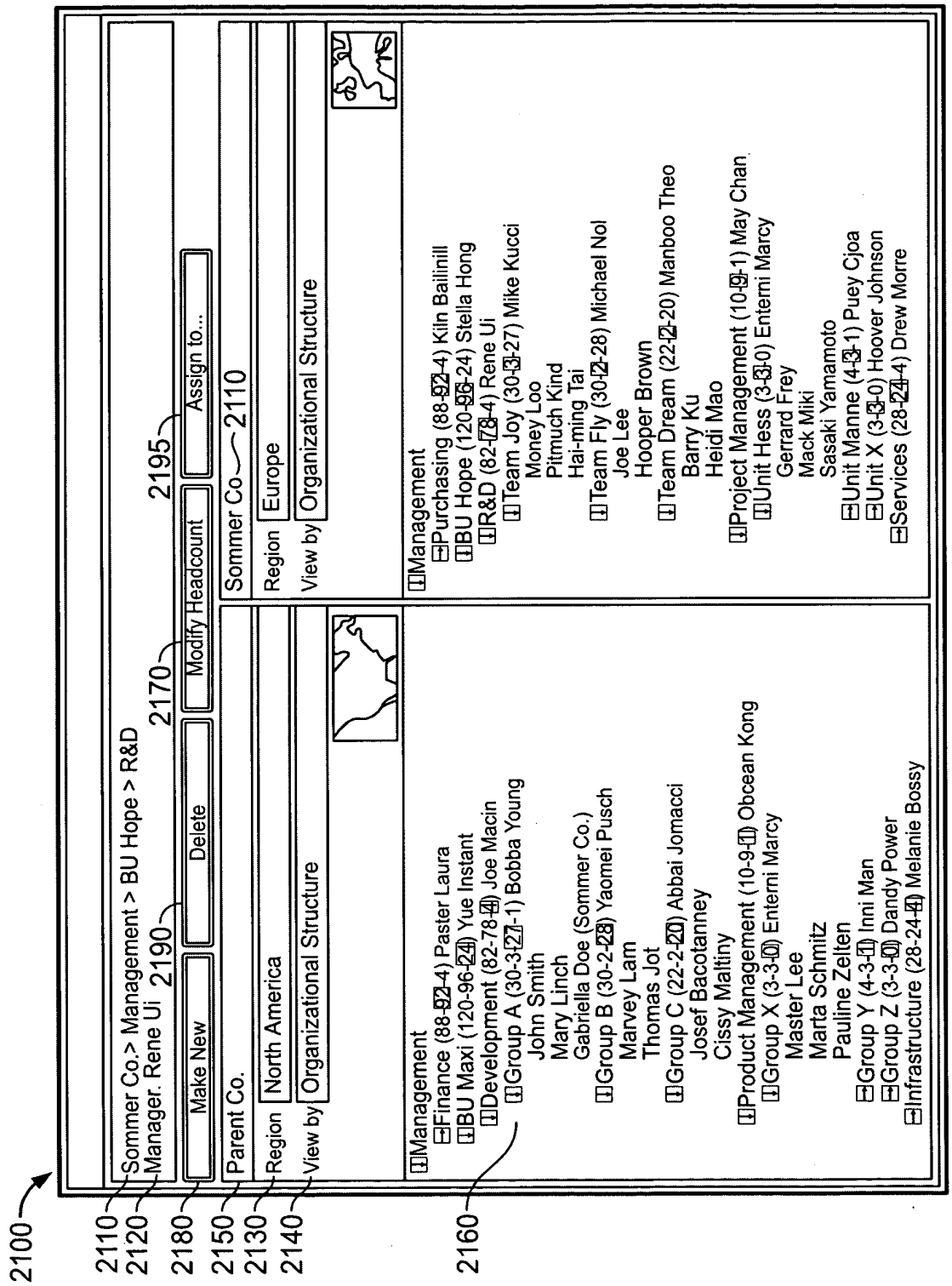
2100
2110
2120
2180
2150
2130
2140
2160
Sommer Co.> Management > BU Hope > R&D
Manager. Rene Ui
2190
2170
2195
Make New
Delete
Modify Headcount
Assign to...
Parent Co.
Region
North America
View by
Organizational Structure
Sommer Co
2110
Region
Europe
View by
Organizational Structure
Management
Finance (88-92-4) Paster Laura
BU Maxi (120-96-24) Yue Instant
Development (82-78-4) Joe Macin
Group A (30-3-27-1) Bobba Young
John Smith
Mary Linch
Gabriella Doe (Sommer Co.)
Group B (30-2-28) Yaomei Pusch
Marvey Lam
Thomas Jot
Group C (22-2-20) Abbai Jomacci
Josef Bacotanney
Cissy Maltiny
Product Management (10-9-1) Obcean Kong
Group X (3-3-0) Enterni Marcy
Master Lee
Marta Schmitz
Pauline Zelten
Group Y (4-3-1) Inni Man
Group Z (3-3-0) Dandy Power
Infrastructure (28-24-4) Melanie Bossy
Management
Purchasing (88-92-4) Klin Bailinill
BU Hope (120-96-24) Stella Hong
R&D (82-78-4) Rene Ui
Team Joy (30-3-27) Mike Kucci
Money Loo
Pitmuch Kind
Hai-ming Tai
Team Fly (30-2-28) Michael Nol
Joe Lee
Hooper Brown
Team Dream (22-2-20) Manboo Theo
Barry Ku
Heidi Mao
Project Management (10-9-1) May Chan
Unit Hess (3-3-0) Enterni Marcy
Gerrard Frey
Mack Miki
Sasaki Yamamoto
Unit Manne (4-3-1) Puey Cjoa
Unit X (3-3-0) Hoover Johnson
Services (28-24-4) Drew Morre

FIG. 13

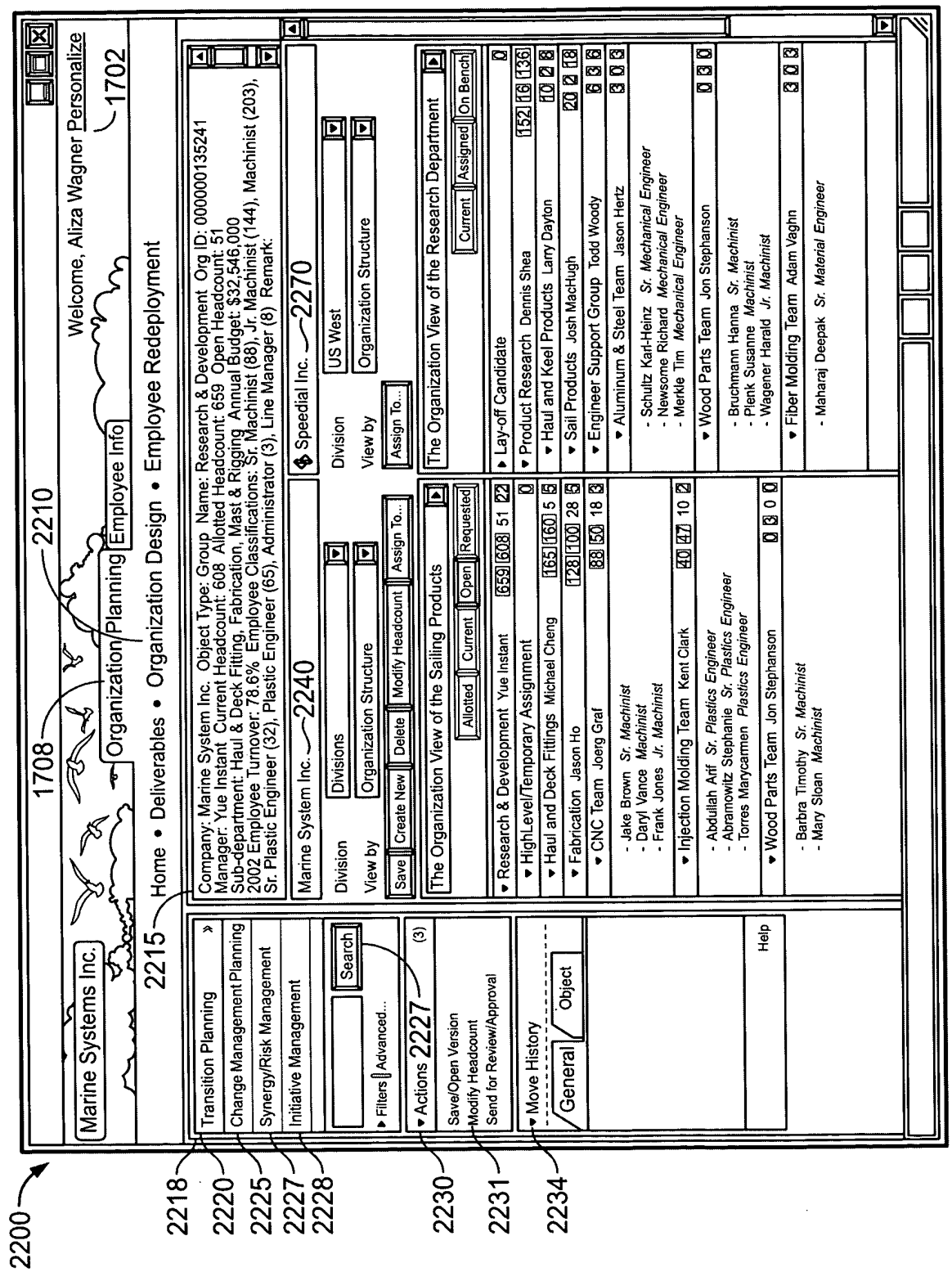
2200
1708
2210
Marine Systems Inc.
Welcome, Aliza Wagner Personalize
Organization Planning
Employee Info
1702
2215
Home • Deliverables • Organization Design • Employee Redeployment
Company: Marine System Inc. Object Type: Group Name: Research & Development Org ID: 000000135241
Manager: Yue Instant Current Headcount: 608 Allotted Headcount: 659 Open Headcount: 51
Sub-department: Haul & Deck Fitting, Fabrication, Mast & Rigging Annual Budget: $32,546,000
2002 Employee Turnover: 78.6% Employee Classifications: Sr. Machinist (88), Jr. Machinist (144), Machinist (203),
Sr. Plastic Engineer (32), Plastic Engineer (65), Administrator (3), Line Manager (8) Remark:
2218
Transition Planning
2220
Change Management Planning
2225
Synergy/Risk Management
2227
Initiative Management
2228
Search
Filters
Advanced...
2230
Actions 2227
(3)
Save/Open Version
Modify Headcount
2231
Send for Review/Approval
2234
Move History
General
Object
Help
Marine System Inc. 2240
Division
Divisions
View by
Organization Structure
Save
Create New
Delete
Modify Headcount
Assign To...
The Organization View of the Sailing Products
Allotted
Current
Open
Requested
Research & Development Yue Instant 659 608 51 22
HighLevel/Temporary Assignment 0
Haul and Deck Fittings Michael Cheng 165 160 5 5
Fabrication Jason Ho 128 100 28 5
CNC Team Joerg Graf 68 50 18 3
- Jake Brown Sr. Machinist
- Daryl Vance Machinist
- Frank Jones Jr. Machinist
Injection Molding Team Kent Clark 20 47 10 2
- Abdullah Arif Sr. Plastics Engineer
- Abramowitz Stephanie Sr. Plastics Engineer
- Torres Marycarmen Plastics Engineer
Wood Parts Team Jon Stephanson 0 3 0 0
- Barbra Timothy Sr. Machinist
- Mary Sloan Machinist
Speedial Inc. 2270
Division
US West
View by
Organization Structure
Assign To...
The Organization View of the Research Department
Current
Assigned
On Bench
Lay-off Candidate 0
Product Research Dennis Shea 152 16 136
Haul and Keel Products Larry Dayton 10 2 8
Sail Products Josh MacHugh 20 2 18
Engineer Support Group Todd Woody 6 3 3
Aluminum & Steel Team Jason Hertz 3 0 3
- Schultz Karl-Heinz Sr. Mechanical Engineer
- Newsome Richard Mechanical Engineer
- Merkle Tim Mechanical Engineer
Wood Parts Team Jon Stephanson 0 3 0
- Bruchmann Hanna Sr. Machinist
- Plenk Susanne Machinist
- Wagener Harald Jr. Machinist
Fiber Molding Team Adam Vaghn 3 0 3
- Maharaj Deepak Sr. Material Engineer

FIG. 14

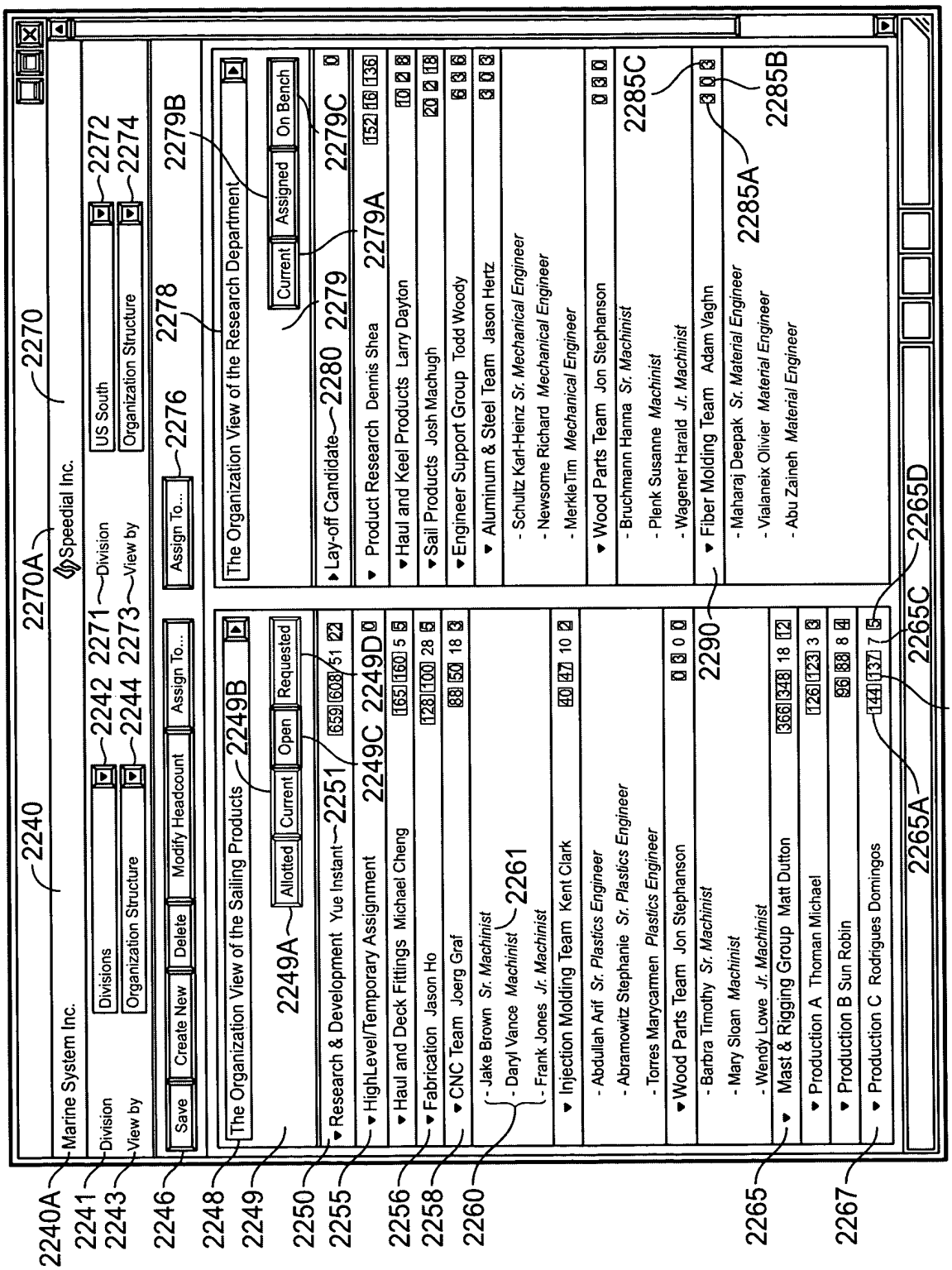
2240
2270
2270A
Speedial Inc.
Marine System Inc.
Division
View by
Divisions
Organization Structure
2242
2244
2271
2273
Division
View by
US South
Organization Structure
2272
2274
Save
Create New
Delete
Modify Headcount
Assign To...
2276
Assign To...
2278
2279B
The Organization View of the Sailing Products
2249B
The Organization View of the Research Department
Current
Assigned
On Bench
2249A
Allotted
Current
Open
Requested
2251
2249C
2249D
2279
2279A
2279C
2280
Research & Development Yue Instant 659 608 51 22
HighLevel/Temporary Assignment 0
Haul and Deck Fittings Michael Cheng 165 160 5 5
Fabrication Jason Ho 128 100 28 5
CNC Team Joerg Graf 88 50 18 3
- Jake Brown Sr. Machinist
- Daryl Vance Machinist
- Frank Jones Jr. Machinist
2261
Injection Molding Team Kent Clark 40 47 10 2
- Abdullah Arif Sr. Plastics Engineer
- Abramowitz Stephanie Sr. Plastics Engineer
- Torres Marycarmen Plastics Engineer
Wood Parts Team Jon Stephanson 0 0 0 0
- Barbra Timothy Sr. Machinist
- Mary Sloan Machinist
- Wendy Lowe Jr. Machinist
2290
Mast & Rigging Group Matt Dutton 366 348 18 12
Production A Thoman Michael 126 123 3 3
Production B Sun Robin 96 88 8 4
Production C Rodrigues Domingos 144 137 7 5
Lay-off Candidate
Product Research Dennis Shea 152 16 136
Haul and Keel Products Larry Dayton 10 2 8
Sail Products Josh Machugh 20 2 18
Engineer Support Group Todd Woody 6 3 3
Aluminum & Steel Team Jason Hertz 3 0 3
- Schultz Karl-Heinz Sr. Mechanical Engineer
- Newsome Richard Mechanical Engineer
- MerkleTim Mechanical Engineer
Wood Parts Team Jon Stephanson 0 0 0
- Bruchmann Hanna Sr. Machinist
- Plenk Susanne Machinist
- Wagener Harald Jr. Machinist
2285C
Fiber Molding Team Adam Vaghn 3 0 3
- Maharaj Deepak Sr. Material Engineer
- Vialaneix Olivier Material Engineer
- Abu Zaineh Material Engineer
2285A
2285B
2265A
2265C
2265D
2265B
2240A
2241
2243
2246
2248
2249
2250
2255
2256
2258
2260
2265
2267

FIG. 15

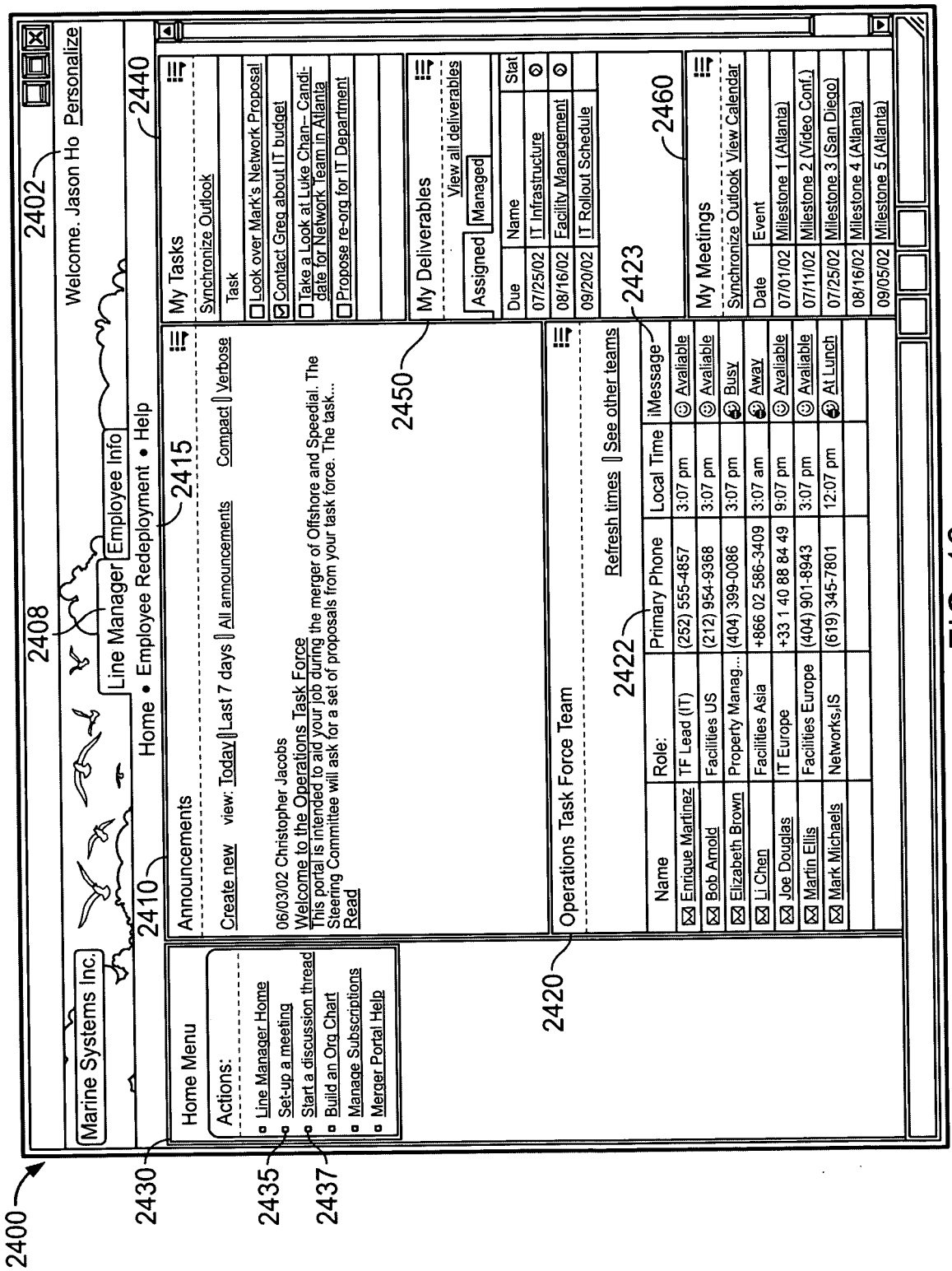
2400
2402
2408
2410
2415
2420
2422
2423
2430
2435
2437
2440
2450
2460
Marine Systems Inc.
Welcome. Jason Ho Personalize
Line Manager
Employee Info
Home • Employee Redeployment • Help
Home Menu
Actions:
Line Manager Home
Set-up a meeting
Start a discussion thread
Build an Org Chart
Manage Subscriptions
Merger Portal Help
Announcements
Create new view: Today | Last 7 days | All announcements Compact | Verbose
06/03/02 Christopher Jacobs
Welcome to the Operations Task Force
This portal is intended to aid your job during the merger of Offshore and Speedial. The Steering Committee will ask for a set of proposals from your task force. The task...
Read
Operations Task Force Team
Refresh times | See other teams
Name
Role:
Primary Phone
Local Time
iMessage
Enrique Martinez
TF Lead (IT)
(252) 555-4857
3:07 pm
Avaliable
Bob Arnold
Facilities US
(212) 954-9368
3:07 pm
Avaliable
Elizabeth Brown
Property Manag...
(404) 399-0086
3:07 pm
Busy
Li Chen
Facilities Asia
+866 02 586-3409
3:07 am
Away
Joe Douglas
IT Europe
+33 1 40 88 84 49
9:07 pm
Avaliable
Martin Ellis
Facilities Europe
(404) 901-8943
3:07 pm
Avaliable
Mark Michaels
Networks,IS
(619) 345-7801
12:07 pm
At Lunch
My Tasks
Synchronize Outlook
Task
Look over Mark's Network Proposal
Contact Greg about IT budget
Take a Look at Luke Chan– Candidate for Network Team in Atlanta
Propose re-org for IT Department
My Deliverables
View all deliverables
Assigned | Managed
Due
Name
Stat
07/25/02
IT Infrastructure
08/16/02
Facility Management
09/20/02
IT Rollout Schedule
My Meetings
Synchronize Outlook View Calendar
Date
Event
07/01/02
Milestone 1 (Atlanta)
07/11/02
Milestone 2 (Video Conf.)
07/25/02
Milestone 3 (San Diego)
08/16/02
Milestone 4 (Atlanta)
09/05/02
Milestone 5 (Atlanta)

FIG. 16

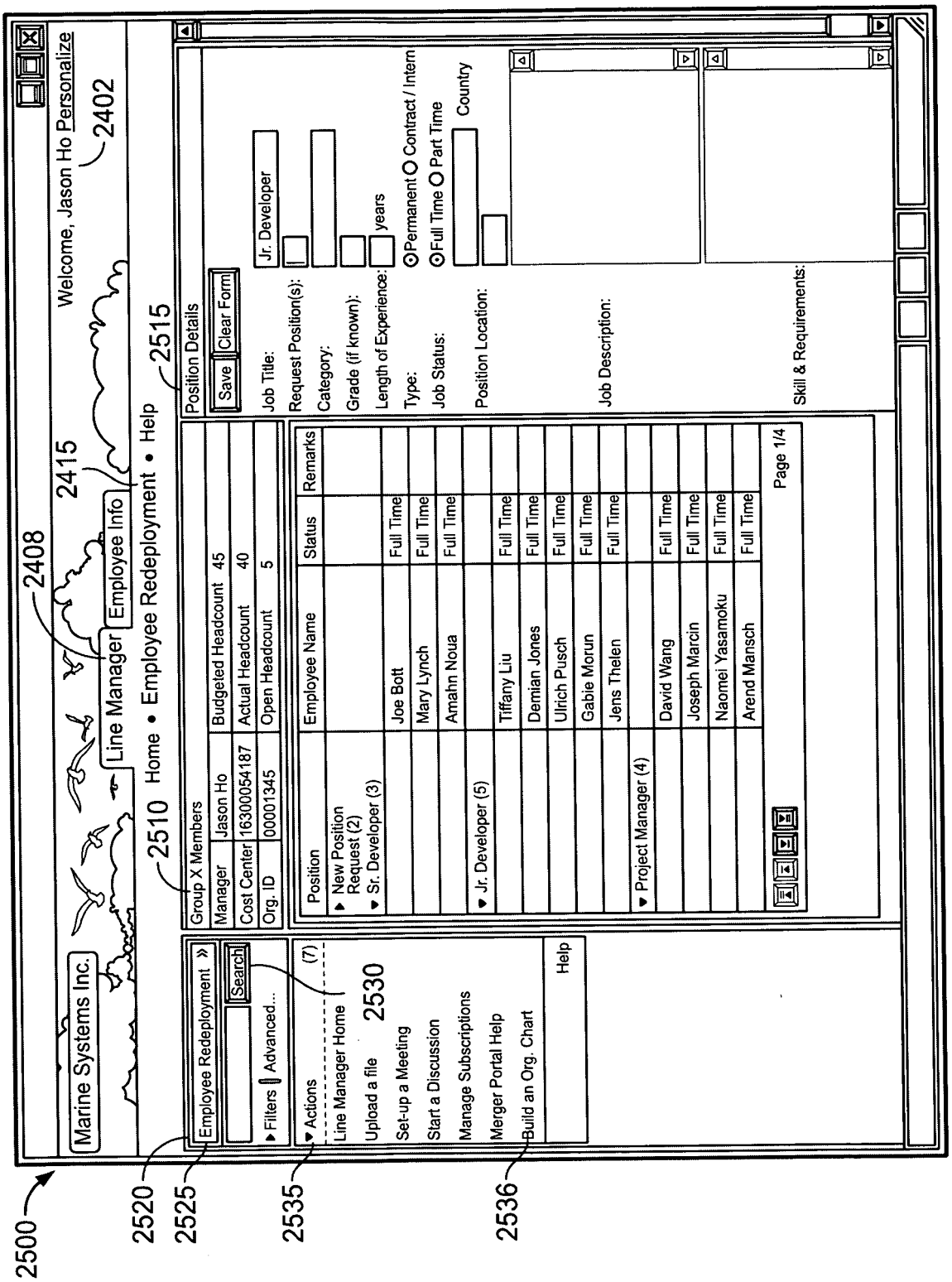
2500
2520
2525
2535
2536
2510
2408
2415
2402
2515
2530
Marine Systems Inc.
Welcome, Jason Ho Personalize
Line Manager
Employee Info
Home • Employee Redeployment • Help
Employee Redeployment
Search
Filters
Advanced...
Actions
(7)
Line Manager Home
Upload a file
Set-up a Meeting
Start a Discussion
Manage Subscriptions
Merger Portal Help
Build an Org. Chart
Help
Group X Members
Manager
Jason Ho
Budgeted Headcount 45
Cost Center 16300054187
Actual Headcount 40
Org. ID 00001345
Open Headcount 5
Position
Employee Name
Status
Remarks
New Position Request (2)
Sr. Developer (3)
Joe Bott
Full Time
Mary Lynch
Full Time
Amahn Noua
Full Time
Jr. Developer (5)
Tiffany Liu
Full Time
Demian Jones
Full Time
Ulrich Pusch
Full Time
Gabie Morun
Full Time
Jens Thelen
Full Time
Project Manager (4)
David Wang
Full Time
Joseph Marcin
Full Time
Naomei Yasamoku
Full Time
Arend Mansch
Full Time
Page 1/4
Position Details
Save
Clear Form
Job Title:
Jr. Developer
Request Position(s):
Category:
Grade (if known):
Length of Experience:
years
Type:
Permanent Contract / Intern
Job Status:
Full Time Part Time
Position Location:
Country
Job Description:
Skill & Requirements:

FIG. 17

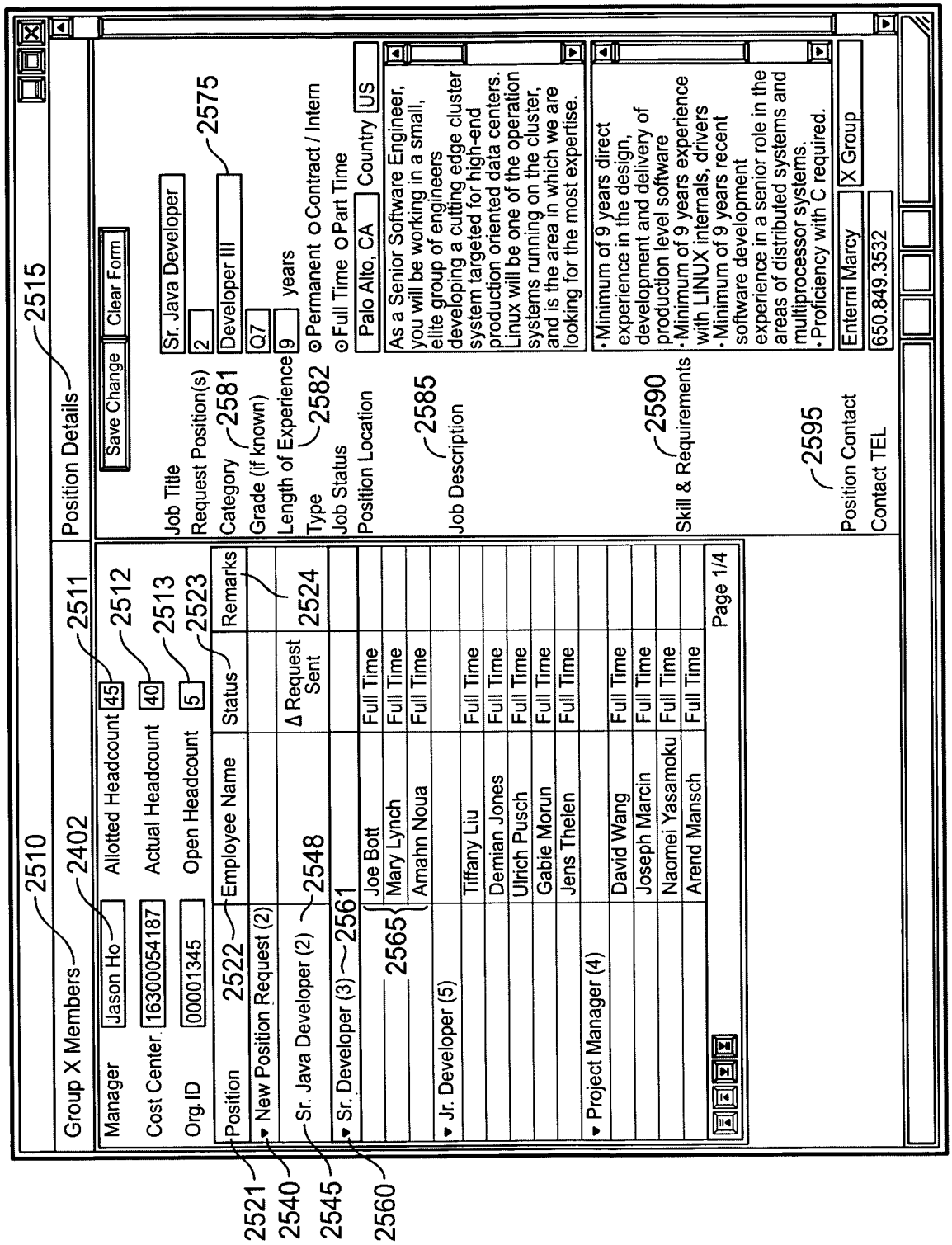
2510
2515
Group X Members
2402
Position Details
Manager
Jason Ho
Allotted Headcount
45
2511
2512
Cost Center
16300054187
Actual Headcount
40
2513
Org.ID
00001345
Open Headcount
5
2523
Save Change
Clear Form
Job Title
Sr. Java Developer
Request Position(s)
2
2575
Category
2581
Developer III
Grade (if known)
Q7
Length of Experience
9
years
2582
Type
Permanent
Contract / Intern
Job Status
Full Time
Part Time
Position Location
Palo Alto, CA
Country
US
2585
Job Description
As a Senior Software Engineer, you will be working in a small, elite group of engineers developing a cutting edge cluster system targeted for high-end production oriented data centers. Linux will be one of the operation systems running on the cluster, and is the area in which we are looking for the most expertise.
2590
Skill & Requirements
•Minimum of 9 years direct experience in the design, development and delivery of production level software
•Minimum of 9 years experience with LINUX internals, drivers
•Minimum of 9 years recent software development experience in a senior role in the areas of distributed systems and multiprocessor systems.
•Proficiency with C required.
2595
Position Contact
Enterni Marcy
X Group
Contact TEL
650.849.3532
Position
2522
Employee Name
Status
Remarks
New Position Request (2)
Sr. Java Developer (2)
2548
Δ Request Sent
2524
Sr. Developer (3)
2561
2565
Joe Bott
Full Time
Mary Lynch
Full Time
Amahn Noua
Full Time
Jr. Developer (5)
Tiffany Liu
Full Time
Demian Jones
Full Time
Ulrich Pusch
Full Time
Gabie Morun
Full Time
Jens Thelen
Full Time
Project Manager (4)
David Wang
Full Time
Joseph Marcin
Full Time
Naomei Yasamoku
Full Time
Arend Mansch
Full Time
Page 1/4
2521
2540
2545
2560

FIG. 18

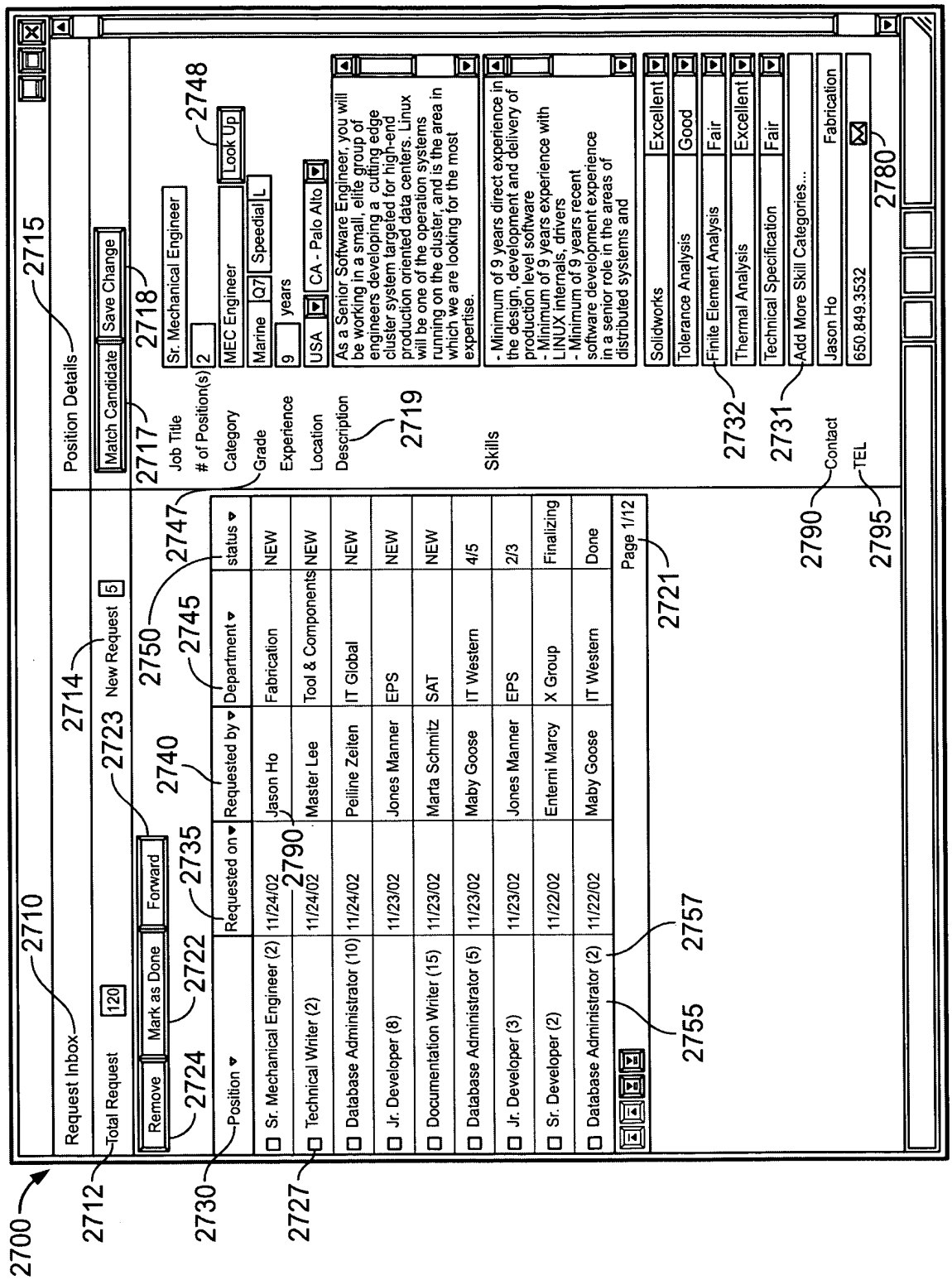
2700
2710
2712
2715
Request Inbox
Position Details
2714
Total Request 120
New Request 5
Match Candidate
Save Change
2723
2740
Remove
Mark as Done
Forward
2724
2722
2735
2730
2727
2790
2750
2747
2745
2717
2718
2748
Job Title
Sr. Mechanical Engineer
# of Position(s) 2
Category
MEC Engineer
Look Up
Grade
Marine Q7 Speedial L
Experience
9 years
Location
USA CA - Palo Alto
Description
As a Senior Software Engineer, you will be working in a small, elite group of engineers developing a cutting edge cluster system targeted for high-end production oriented data centers. Linux will be one of the operation systems running on the cluster, and is the area in which we are looking for the most expertise.
2719
Skills
- Minimum of 9 years direct experience in the design, development and delivery of production level software
- Minimum of 9 years experience with LINUX internals, drivers
- Minimum of 9 years recent software development experience in a senior role in the areas of distributed systems and
Solidworks Excellent
Tolerance Analysis Good
Finite Element Analysis Fair
Thermal Analysis Excellent
Technical Specification Fair
Add More Skill Categories...
2732
2731
2790
Contact
Jason Ho Fabrication
2795
TEL
650.849.3532
2780
Position
Requested on
Requested by
Department
status
Sr. Mechanical Engineer (2) 11/24/02 Jason Ho Fabrication NEW
Technical Writer (2) 11/24/02 Master Lee Tool & Components NEW
Database Administrator (10) 11/24/02 Peiline Zeiten IT Global NEW
Jr. Developer (8) 11/23/02 Jones Manner EPS NEW
Documentation Writer (15) 11/23/02 Marta Schmitz SAT NEW
Database Administrator (5) 11/23/02 Maby Goose IT Western 4/5
Jr. Developer (3) 11/23/02 Jones Manner EPS 2/3
Sr. Developer (2) 11/22/02 Enterni Marcy X Group Finalizing
Database Administrator (2) 11/22/02 Maby Goose IT Western Done
Page 1/12
2721
2755
2757

FIG. 19

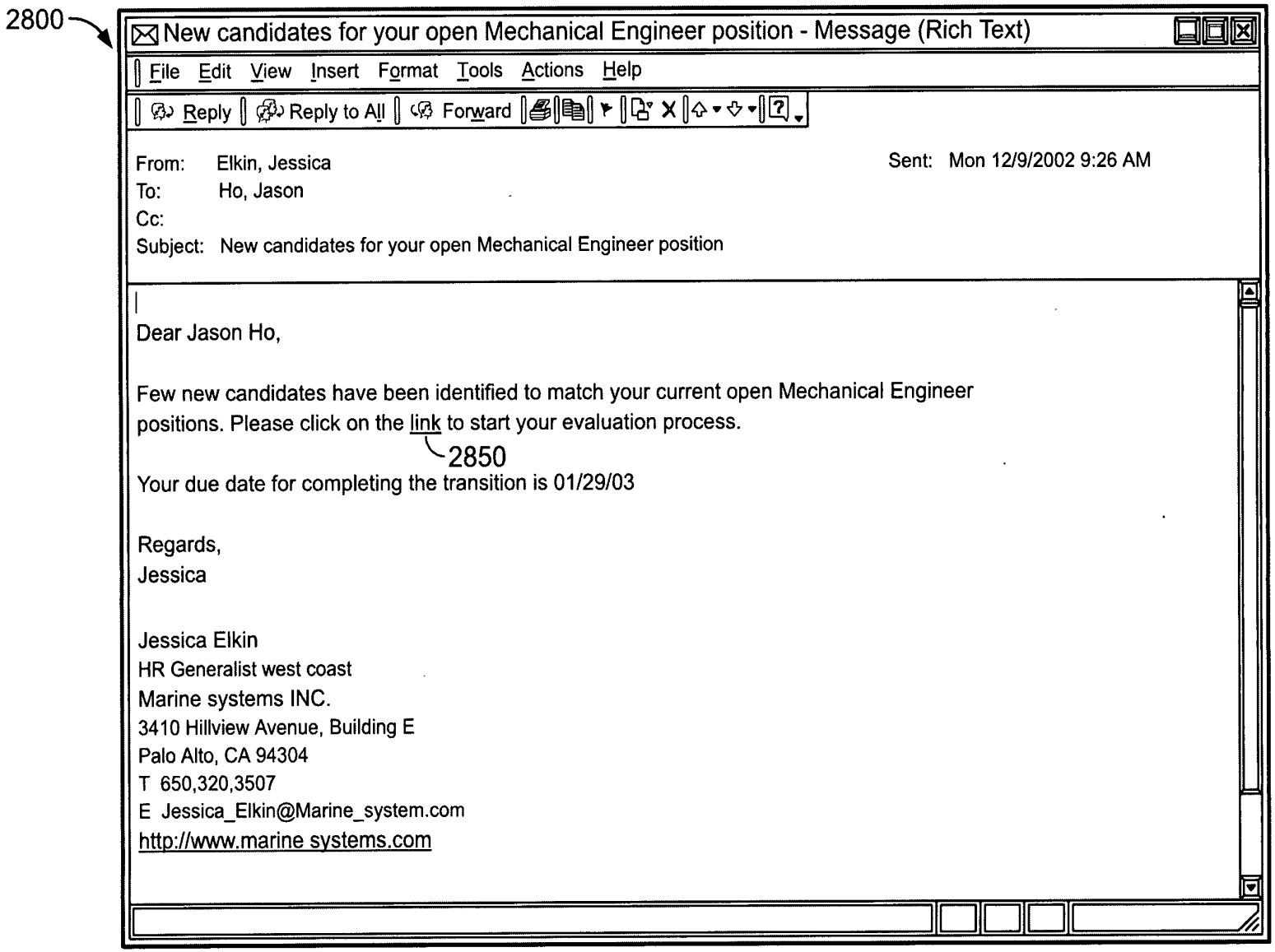
2800
New candidates for your open Mechanical Engineer position - Message (Rich Text)
File Edit View Insert Format Tools Actions Help
Reply Reply to All Forward
From: Elkin, Jessica
Sent: Mon 12/9/2002 9:26 AM
To: Ho, Jason
Cc:
Subject: New candidates for your open Mechanical Engineer position
Dear Jason Ho,
Few new candidates have been identified to match your current open Mechanical Engineer positions. Please click on the link to start your evaluation process.
2850
Your due date for completing the transition is 01/29/03
Regards,
Jessica
Jessica Elkin
HR Generalist west coast
Marine systems INC.
3410 Hillview Avenue, Building E
Palo Alto, CA 94304
T 650,320,3507
E Jessica_Elkin@Marine_system.com
http://www.marine systems.com

FIG. 20

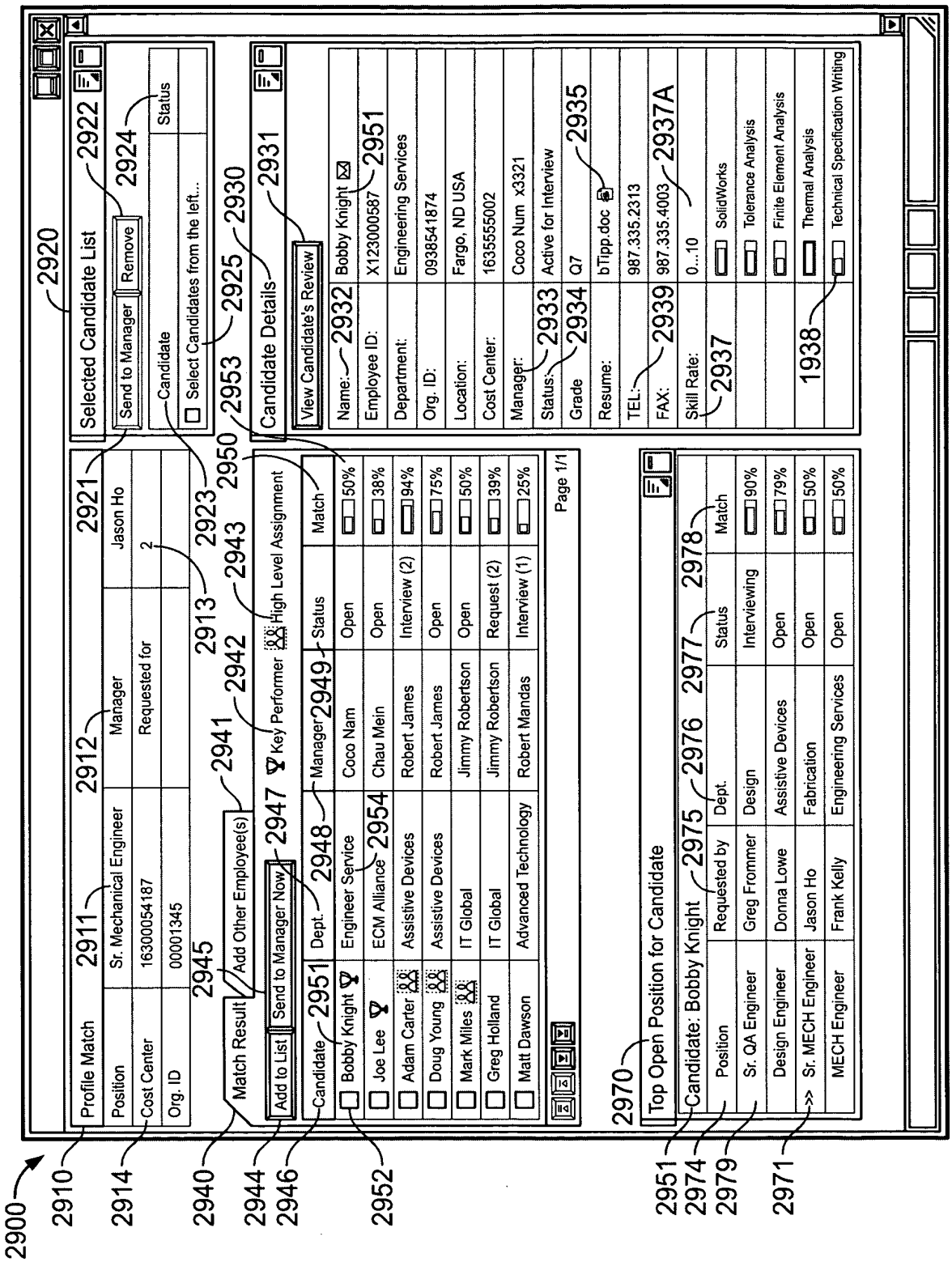
2900
2910
2914
2940
2944
2946
2952
2951
2974
2979
2971
2920
2921
2922
2924
2925
2930
2931
2923
2950
2953
2913
2943
2942
2941
2945
2947
2948
2949
2976
2977
2978
2975
2970
2911
2912
Profile Match
Position
Sr. Mechanical Engineer
Cost Center
16300054187
Org. ID
00001345
Manager
Jason Ho
Requested for
2
Match Result
Add Other Employee(s)
Add to List
Send to Manager Now
Key Performer
High Level Assignment
Candidate
Dept.
Manager
Status
Match
Bobby Knight
Engineer Service
Coco Nam
Open
50%
Joe Lee
ECM Alliance
Chau Mein
Open
38%
Adam Carter
Assistive Devices
Robert James
Interview (2)
94%
Doug Young
Assistive Devices
Robert James
Open
75%
Mark Miles
IT Global
Jimmy Robertson
Open
50%
Greg Holland
IT Global
Jimmy Robertson
Request (2)
39%
Matt Dawson
Advanced Technology
Robert Mandas
Interview (1)
25%
Page 1/1
Top Open Position for Candidate
Candidate: Bobby Knight
Position
Requested by
Dept.
Status
Match
Sr. QA Engineer
Greg Frommer
Design
Interviewing
90%
Design Engineer
Donna Lowe
Assistive Devices
Open
79%
>> Sr. MECH Engineer
Jason Ho
Fabrication
Open
50%
MECH Engineer
Frank Kelly
Engineering Services
Open
50%
Selected Candidate List
Send to Manager
Remove
Candidate
Status
Select Candidates from the left...
Candidate Details
View Candidate's Review
Name:
Bobby Knight
Employee ID:
X123000587
2951
Department:
Engineering Services
Org. ID:
0938541874
Location:
Fargo, ND USA
Cost Center:
1635555002
Manager:
Coco Num x3321
Status:
Active for Interview
2933
Grade
Q7
2934
2935
Resume:
bTipp.doc
TEL:
987.335.2313
FAX:
987.335.4003
2939
2937A
Skill Rate:
0...10
2937
SolidWorks
Tolerance Analysis
Finite Element Analysis
Thermal Analysis
Technical Specification Writing
1938
2932

FIG. 21

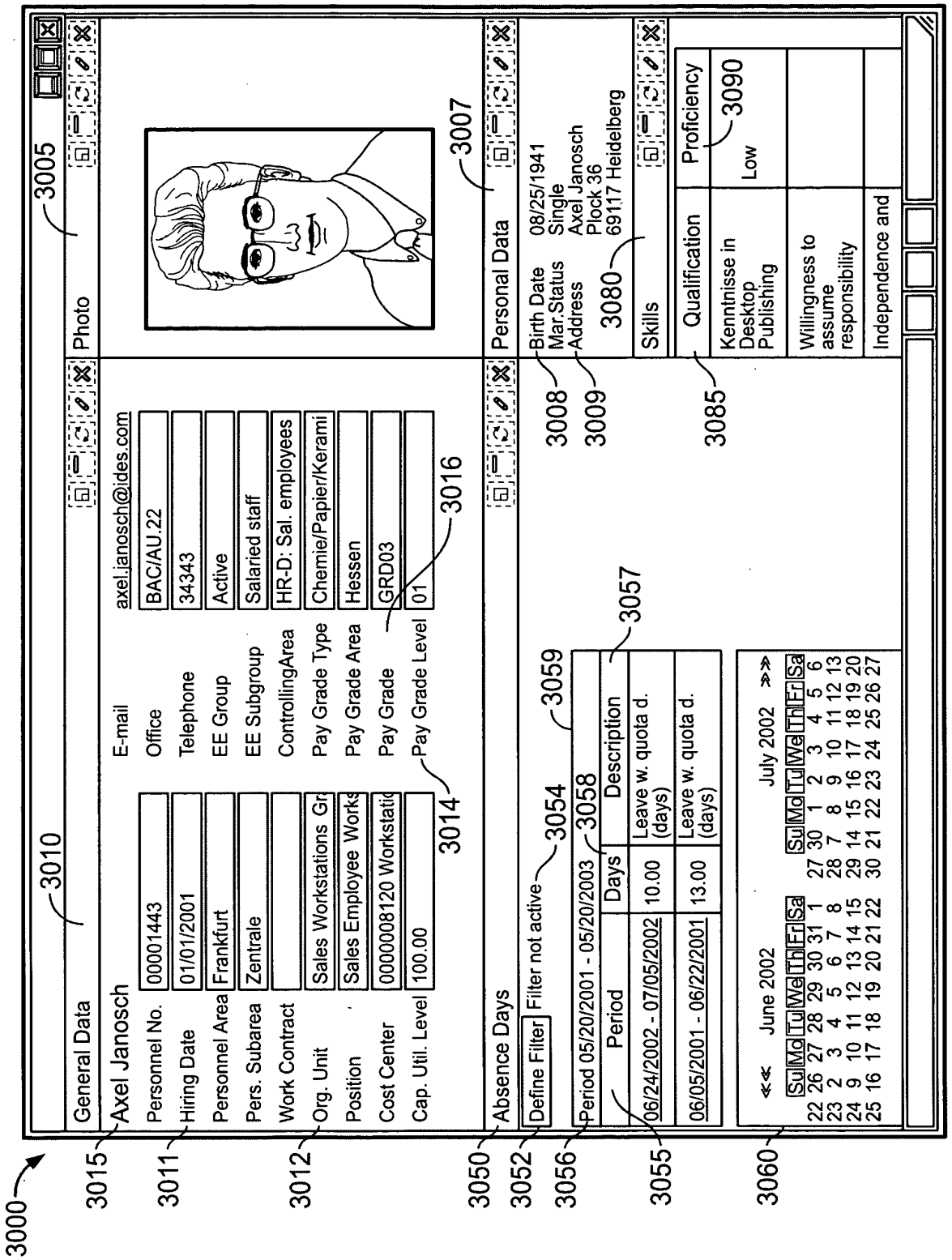
3000
3010
3005
General Data
Photo
Axel Janosch
Personnel No. 00001443
Hiring Date 01/01/2001
Personnel Area Frankfurt
Pers. Subarea Zentrale
Work Contract
Org. Unit Sales Workstations Gr
Position Sales Employee Works
Cost Center 0000008120 Workstatio
Cap. Util. Level 100.00
E-mail axel.janosch@ides.com
Office BAC/AU.22
Telephone 34343
EE Group Active
EE Subgroup Salaried staff
ControllingArea HR-D: Sal. employees
Pay Grade Type Chemie/Papier/Kerami
Pay Grade Area Hessen
Pay Grade GRD03
Pay Grade Level 01
3014
3016
3007
3015
3011
3012
3050
3052
3056
3055
3060
Absence Days
Personal Data
Birth Date 08/25/1941
Mar.Status Single
Address Axel Janosch
Plock 36
69117 Heidelberg
3008
3009
3080
Skills
Qualification
Proficiency
Kenntnisse in Desktop Publishing
Low
3090
3085
Willingness to assume responsibility
Independence and
Define Filter
Filter not active
3054
3059
Period 05/20/2001 - 05/20/2003
3058
Period
Days
Description
3057
06/24/2002 - 07/05/2002
10.00
Leave w. quota d. (days)
06/05/2001 - 06/22/2001
13.00
Leave w. quota d. (days)
June 2002
July 2002
Su Mo Tu We Th Fr Sa
22 26 27 28 29 30 31 1
23 2 3 4 5 6 7 8
24 9 10 11 12 13 14 15
25 16 17 18 19 20 21 22
27 30 1 2 3 4 5 6
28 7 8 9 10 11 12 13
29 14 15 16 17 18 19 20
30 21 22 23 24 25 26 27

FIG. 22

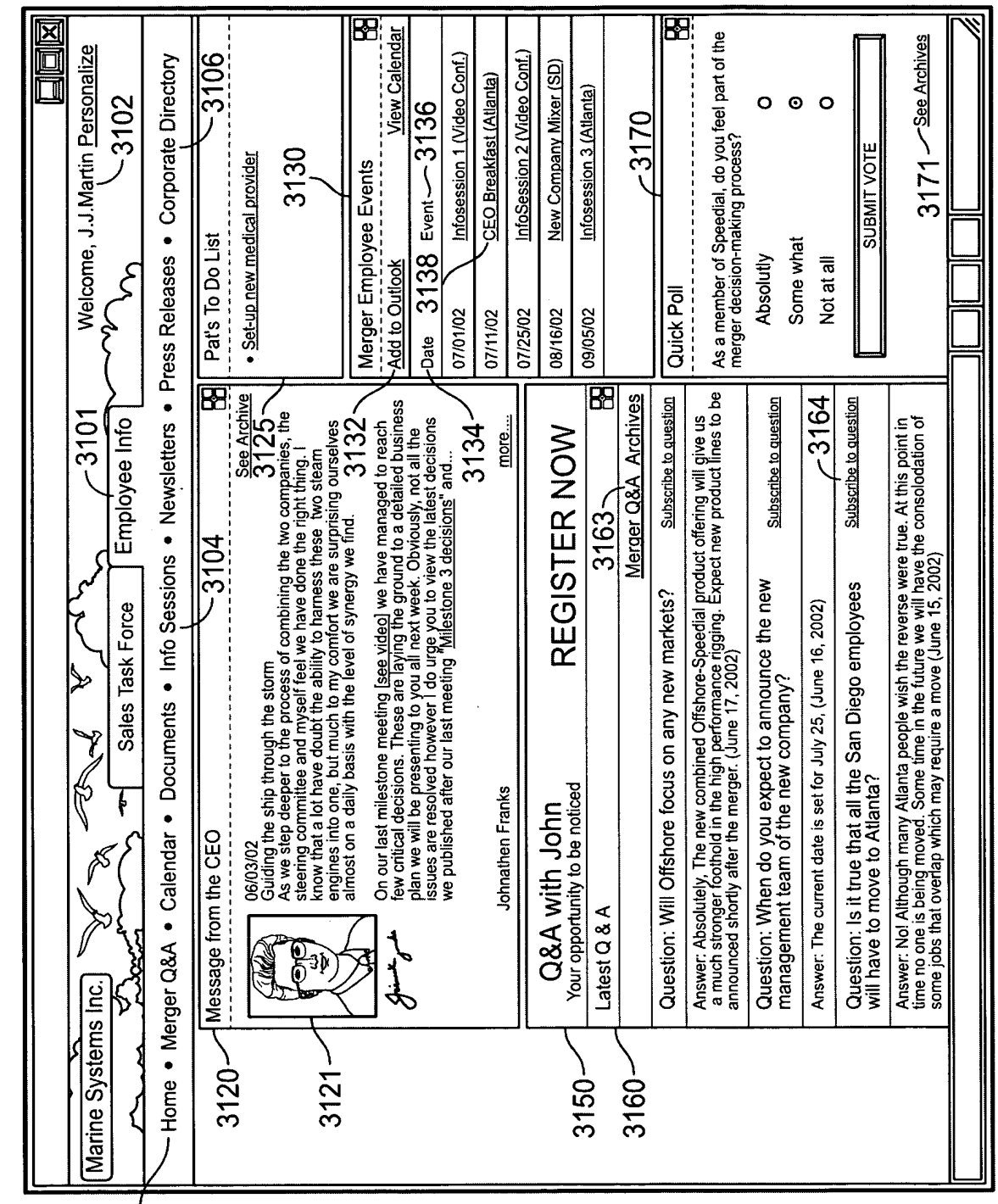
3100
3103
Marine Systems Inc.
Sales Task Force
Employee Info
3101
Welcome, J.J.Martin Personalize
3102
Home • Merger Q&A • Calendar • Documents • Info Sessions • Newsletters • Press Releases • Corporate Directory
3104
Message from the CEO
3120
3121
See Archive
3125
06/03/02
Guiding the ship through the storm
As we step deeper to the process of combining the two companies, the steering committee and myself feel we have done the right thing. I know that a lot have doubt the ability to harness these two steam engines into one, but much to my comfort we are surprising ourselves almost on a daily basis with the level of synergy we find.
3132
On our last milestone meeting [see video] we have managed to reach few critical decisions. These are laying the ground to a detailed business plan we will be presenting to you all next week. Obviously, not all the issues are resolved however I do urge you to view the latest decisions we published after our last meeting "Milestone 3 decisions" and...
3134
more....
Johnathen Franks
Q&A with John
Your opportunity to be noticed
REGISTER NOW
3150
Latest Q & A
3163
Merger Q&A Archives
3160
Question: Will Offshore focus on any new markets?
Subscribe to question
Answer: Absolutely, The new combined Offshore-Speedial product offering will give us a much stronger foothold in the high performance rigging. Expect new product lines to be announced shortly after the merger. (June 17, 2002)
Question: When do you expect to announce the new management team of the new company?
Subscribe to question
Answer: The current date is set for July 25, (June 16, 2002)
3164
Question: Is it true that all the San Diego employees will have to move to Atlanta?
Subscribe to question
Answer: No! Although many Atlanta people wish the reverse were true. At this point in time no one is being moved. Some time in the future we will have the consolodation of some jobs that overlap which may require a move (June 15, 2002)
Pat's To Do List
3106
• Set-up new medical provider
3130
Merger Employee Events
Add to Outlook
View Calendar
Date
3138
Event
3136
07/01/02
Infosession 1 (Video Conf.)
07/11/02
CEO Breakfast (Atlanta)
07/25/02
InfoSession 2 (Video Conf.)
08/16/02
New Company Mixer (SD)
09/05/02
Infosession 3 (Atlanta)
3170
Quick Poll
As a member of Speedial, do you feel part of the merger decision-making process?
Absolutly
Some what
Not at all
SUBMIT VOTE
3171
See Archives

FIG. 23

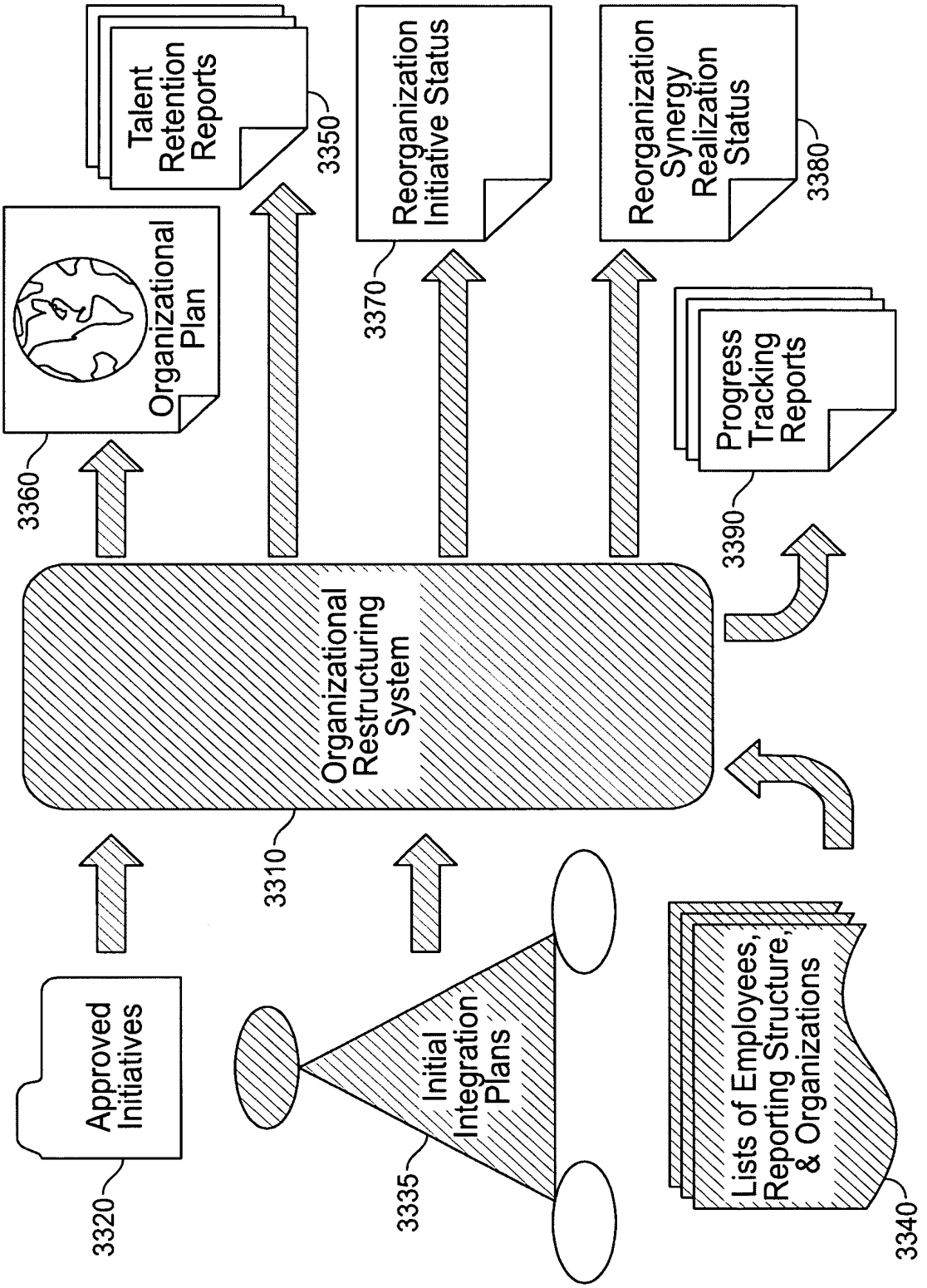
Approved Initiatives
3320
Initial Integration Plans
3335
Lists of Employees, Reporting Structure, & Organizations
3340
Organizational Restructuring System
3310
Organizational Plan
3360
Talent Retention Reports
3350
Reorganization Initiative Status
3370
Reorganization Synergy Realization Status
3380
Progress Tracking Reports
3390

FIG. 24